

THE BIRD REVIEW

VOL. 55 1967



Digitized by the Internet Archive
in 2026 with funding from
Boston Public Library

<https://archive.org/details/birdneponsetrevi1967bird>

The BIRD REVIEW

Volume 55 No. 1

Published for Bird & Son, inc. employees and their families

January 1967

Credit Union Elects New Directors and Officers

H. W. CHURCH IS PRESIDENT

Herbert W. Church, Dorothy Jennings, John J. Murphy and Hilda Rafuse were elected directors of the Nesopet Credit Union for three-year terms and Charles W. Cobb of New London Mills was elected to fill a two year term.

The elections took place at the annual meeting of the Credit Union held November 9 at the Main Office Display Room. Mrs. Jennings of the Credit Union and Mr. Cobb are new to the Board; the other three have served before.

Also, at the meeting the members voted to continue with the maximum allowable under the statutes for shares,

deposits, and credit for loans. Vice President Church, who presided, announced that the directors had voted a 4 3/4% dividend on shares for the past six months, payable on November 28, 1966.

Arthur D. Colburn, retired superintendent of No. 1 Box Shop, retired after 24 years of service to the Credit Union at this annual meeting. He was first elected a director in November 1942, and has served since 1950 on the Credit Committee which passes on loans. In 1949 and 1950 he was president of the organization, and was vice president for the two years preceding 1949. "Mr. Colburn has been a strong supporter of the Credit Union and has put in many hours of devoted work both on the Credit Committee and as a director and officer. He will be greatly missed," stated Treasurer Mary E. Moylan.

(continued on page 2)

Golden Anniversary for Two Couples



GOLDEN WEDDING ANNIVERSARY was celebrated recently by Mr. and Mrs. Oreste Saraca. He retired in 1958 from a life time of work in the Paper Mill.

Two men retired from Bird & Son celebrated their Golden Wedding Anniversary within a few weeks of each other!

The Oreste Saracas

Mr. and Mrs. Oreste Saraca observed their 50th wedding anniversary on November 30, with a Mass of Thanksgiving celebrated in their home at 996 East Street, Walpole. This is believed to be the first time such a Mass has been performed in a home in the Walpole parish.

Preceding the Mass, they were the guests of their son and daughter and nine grandchildren at a family dinner party in a nearby restaurant. The Rev. Bernard L. Sullivan of Blessed Sacra-

ment Church was the celebrant at the Mass, assisted by Rt. Rev. Msgr. Russell H. Davis and Rev. Thomas A. Cummings.

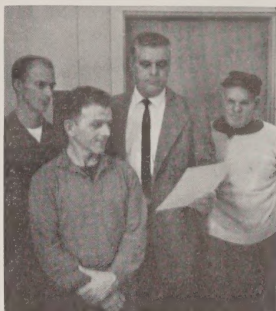
The Saracas were married November 30, 1916 at the Sacred Heart Parish in Boston. Both were born in Italy, but have lived in Walpole nearly 50 years. Until his retirement in 1948, Oreste was a beaterman at the East Walpole Paper Mill.

Their children are Mrs. Dominic Silvi of Walpole and Charles Saraca of Norwood.

The David Flemings

About three weeks later David H. Fleming (retired from Norwood Roofing in 1957) and his wife, Elizabeth, celebrated their Golden Wedding anniversary.

Their son, David, Jr. and his wife and daughter, Susan, came up from New Jersey and a small family dinner was enjoyed at the Lord Fox Restaurant. In addition to the immediate family there were several brothers, sisters and other relatives present, making a party of 12 for the happy occasion on Sunday, December 18. The honoured couple were presented with a money gift and an anniversary wedding cake. The next day Dave and his wife left for New Jersey to spend the Christmas holidays with their son and his wife and four grandchildren. Pictures were taken at the dinner. We hope to publish one of them later.



CITATION TO LEWISTON. A Presidential Safety Citation was awarded to the Lewiston Plant by the Associated Industries of Maine for having no lost time injuries in the year 1965. Manager Robert Houghton and several plant employees proudly admire the award certificate. Left to right: Gerald Hinkley, foreman; Robert Wright, supply man; Robert Houghton, plant manager; and Elmo Parker, warehouseman.

Two Maine Plants Get Safety Awards

A Presidential citation was awarded to the Lewiston, Maine, Plant of Bird & Son, inc. and a certificate of merit was won by the Bird & Son Plant at Waterville, Maine, late last year. Made by the Associated Industries of Maine, these awards were among 50 presented for exceptional safety accomplishments in 1965.

The Presidential citation for the Lewiston Plant was for working one year or more without a lost-time accident. Lewiston's record dates from July 8, 1963 — a fine record which has grown to three and one half years as of this month.

Waterville's certificate of merit was one of a number awarded for the plants showing the greatest improvement in safety records over the previous year.

Congratulations to both plants for these achievements!

Jackson Named Assistant Product Development Mgr.

James W. Jackson, Jr. was appointed assistant product development manager for the Building Materials Division on November 15. The announcement was made in November by Leonard Weaver, product development manager.



After graduation from Lehigh University in 1951 with a B.A.

degree in Chemistry, and three years as a research chemist with the Sherwood Refining Company in New Jersey and Louisiana, Mr. Jackson joined Bird & Son in April, 1954, at the laboratory of the Norwood Roofing Plant.

One of his first assignments was the developing of a method of incorporating rubber in asphalt, in close association with Rubarite, Inc., a company which at that time was a Bird & Son subsidiary.

Since 1961 Mr. Jackson has been senior chemist in the new Product Development Department where he is involved in the development of plastic building products, especially vinyl shutters, urethane roof insulation, and polymeric roof coatings. Several years ago he developed and obtained a patent for the company on a seal-down shingle adhesive presently used on Bird Wind Seal Shingles.

He is the co-author of a paper pre-

(continued on page 2)



SMILES OF WINNERS. William Fahey, superintendent at Waterville, and Norman Mathieu, printer-slitter operator, congratulate each other as they hold the safety certificate recently won by the Waterville Plant. Norman is the employee with the longest service at the plant and is a safety committee man.

Roger Anderson Becomes Bird Club Treasurer After Resignation of Julia Lewis

The resignation of Julia Lewis as Bird Club treasurer was accepted with regret at the November meeting of the Bird Club Council. Roger Anderson was elected treasurer to complete the term of office.

Roger has been with Bird & Son
(continued on page 2)



The BIRD REVIEW

Vol. 55 No. 1

January 1967



Published for the employees of Bird & Son, inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of
Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

Social Security Taxes Now 4.4% as of January 1

Social Security taxes increased again as of January 1, 1967. To provide Old Age and Survivors Insurance and Medicare benefits for you, the tax was increased to 4.2% in January, 1966. Now, a year later, the tax moves up to 4.4% of the first \$6,600 of wages or salary earned each year.

Most of the tax, (3.9%) is for Social Security protection. The remaining 0.5% is for Medicare costs. The 4.4% will be in force through 1968.

The Company is required by law to deduct this tax from each pay check until the total amount due is paid. The maximum tax for earnings of \$6,600 or more is now \$290.40 (it was \$277.40 in 1966).

Bird & Son also pays Social Security taxes in an amount equal to the taxes deducted for all its employees. In 1966 this tax payment was more than \$580,000. In 1967 the payment will be over \$600,000.

Santa Claus Visits Children's Party and Grown Ups' Banquet

More than 450 children swarmed into the Walpole High School Auditorium on Saturday, December 10 for the big Bird Club Christmas Party. And that same night Bird Club members and guests, 330 of them, filled the V.F.W. Hall in Walpole for the very successful annual banquet and Christmas dance. Quite a Bird Club day, from start to finish!

Santa Claus was busy, that day, in the person of Raymond Berghaus of East Walpole. He handed a gift to each of the nearly 500 children at the morning party — and was back on duty at the banquet with a leathercased manicure set for the ladies and two packs of playing cards for the gentlemen. Helping him distribute these gifts at the tables were Joseph Zabrowski and Louis Santomaro.

In addition to Santa Claus and the gifts, Walter Childs, magician, was on hand to entertain at the Children's Party.

The evening banquet was served by Timothy's Catering Service with mountains of roast beef, vegetables, salad and ice cream — all very delicious. Just before the dancing started with music

by Chuck Dominico's Orchestra, slips were drawn from a genuine Bird Box into which had been tossed the names of all Bird Club members. The ten lucky winners of 18 lb. turkeys for Christmas were:

TURKEY WINNERS

David Carreau and Lambert Anderson, Main Office; Harry Robertson, Norwood Roofing; Ronnie Henry and Russell Hall, Bird Machine; Alfred Mucciaccio and Charles Madan, Paper Mill; Frank Paine, Maintenance; Desmond Copping, Roofing Sales; Lawrence Bishop, New London Mills. The turkey was particularly welcome in the home of Alfred Mucciaccio. He has been ill for over a year.

Two parties in one day, and the most successful in recent years — that's quite a tribute to the hard working committee headed by Larry Pickener of W. J. Hill and Virginia Ryan of Bird Machine. Assisting with the reservations and many details of the arrangements were Mary Moylan, Janice DeLutis and Ruth Phelan. The turkey drawing was arranged by Tom Reynolds, chairman of Special Activities.

Two Ice Events Attract Many Bird Club Customers

A Saturday afternoon performance of the Ice Capades on January 7, at 5:00 P.M. and an exciting hockey game between the Walpole Hockey Club and the Framingham Pics on December 4 — these were the top Special Events on the Bird Club winter calendar. Both were well patronized by many Bird Club members and their guests. And the hockey game ended right, with Walpole winning 4 to 1!



SANTA CLAUS (Raymond Berghaus) and his helpers, Joe Zabrowski and Louis Santomaro, distribute gifts to all at the Bird Club Christmas dinner.



OFFICERS AND DIRECTORS of your Credit Union, taken during a break in the meeting at which Herbert Church was chosen the new president. Left to right, up the stairs: John J. Burke, Joseph Coburn, Dorothy Jennings (assistant treasurer and clerk), Velma Donnelly, John Reddick, Howard Whitney, Hilda Rafuse, Lester Tarbell, Herbert Church (president), Mary Moylan (treasurer), Nader Kalleil, Charles Cobb, John Murphy.

Bird Club Treasurer

(continued from page 1)

in the Accounting and Treasury Departments since 1941 and is presently assistant auditor. He is a graduate of the Bentley School of Accounting and Finance.

Julia Lewis has been one of the most enthusiastic and faithful workers for the Bird Club for many years. She has served as treasurer since 1960, and it would take a long column to list all the committees on which she has served in years past. She continues to serve as co-chairman of the Hospital Show Committee, together with William Grazado. The fine programs are bringing pleasure to many hospital patients again this year, thanks to her work in making the arrangements with seven hospitals in the local area.



RODNEY D. LEWIS, former tractor operator at the Shreveport Felt Mill, entered Military Service in September and received his basic training at Fort Polk, La.

Church Elected President

(continued from page 1)

At the Board of Directors meeting in December Herbert W. Church of the Purchasing Department became the new president, succeeding Allan F. Jones in office. John Reddick of the Roofing Plant was chosen vice president, Mary Moylan, treasurer and Dorothy Jennings, assistant treasurer and clerk.

Allan Jones, who has just retired from the Board, was president in 1966 and served as a member of the Board of Directors from 1962.

Jackson Appointed

(continued from page 1)

sented before the Building Research Institute and the American Chemical Society on elastomer modified asphalt. He is a member of the American Chemical Society and the American Society of Plastics Engineers.

The five members of the Jackson family live at 17 Old Post Road, East Walpole. Mrs. (Byrdie) Jackson is active in Girl Scouting and works at the Bird Machine Company office in South Walpole. Their son, William, 18 presently attends Worcester Academy; Christine, 17, is a senior at Walpole High School, and Katherine, 10, attends the fifth grade at the Old Post Road School. Jim has been active in the community. He is a member of the Board of Directors of the Francis William Park Corporation, and a member of the Republican Town Committee, of which he is treasurer.

A lady said that her two teenage daughters started to run away from home, but never managed to get beyond the front door.

"How come?"
"The phone rang."

Quarter Century Salute To Fred H. May and Lester Ekman



At the morning coffee break on November 15, 1966, Fred H. May, general manager at Shreveport, officially joined the Quarter Century Club. Office Manager O. N. Sherburne presented him with his Bird & Son certificate and pin. Also presented to him at this time was a sterling silver secretary-memo pad for his desk, a gift from the Office employees.

Fred May was hired November 15, 1941 by L. L. Williams, now retired general manager, but then sales manager at Shreveport. Mr. Williams offered this comment when reminded of the upcoming anniversary: "Hiring Fred was the greatest job I did while I was sales manager."

Mr. May came to us from the Magnolia Packing Company where he served as sales manager. His first assignment as salesman was in the Tyler, Texas area but shortly thereafter he was transferred back to Shreveport where he remained as the Home Territory salesman until he was appointed sales manager of the newly created Mid-South District on January 1, 1956. He served in that capacity until his promotion to general manager on June 1, 1963, succeeding Mr. R. F. Jenkins, now president of the company.

Mr. May received his education at Dubach Louisiana High School, Louisiana Tech at Ruston, Louisiana and Soule Business College at New Orleans, Louisiana and gained valuable selling and management experience in several jobs before coming with Bird. During his 25 years with us he has seen and been a real factor in the enormous growth of the Shreveport Division, which he now heads.

He is a Mason, member of the Shreveport Rotary Club, of the Shreveport Petroleum Club and an active member of the First Baptist Church, and takes an active part in many community projects. Although he likes to fish and hunt, time does not permit the pursuit of these hobbies as actively as he might like and his spare time is mostly spent in his beautiful yard which is the envy of the neighborhood.

Fred and his wife, Ellen, his sweetheart from Dubach High School days,

reside at 529 Stephenson Street, Shreveport. They have one son, Fred H. May, Jr., a Korean War Veteran, now married, living in Ruston, Louisiana where he is manager of the Data Processing Department at Louisiana Tech. Fred, Sr. is now the grandfather of two lovely little girls who are his pride and joy.



During the years he has done all phases of cost accounting, including the accounting for both Berry Asphalt of Arkansas and the Berry Refining Co. At present his main job is costing production, estimating costs for both the Waterville Plant and No. 1 Box Shop. His nice sense of humor is an asset in all his many office and plant contacts.

Ernest Coleman was the Cost Accountant when Lester first started. Since then he has worked under Larry Lindblom and now Ronald Babcock.

One of Lester's many hobbies is camping. He and his family have camped all over the New England states, New York state and down as far as Virginia, visiting Washington and other points of interest. One of his more exciting — and harrowing — experiences was being at work when Hurricane Carol struck while his wife and two children were camping at Nickerson State Park on Cape Cod. It took nearly four grueling hours to make the trip there which ordinarily takes an hour and a half. Fortunately his family had taken refuge in the local school and suffered no harm.

Lester and his wife, Ruth, live in Brockton where they are active in the Lutheran Church. Lester sings in the church choir and at one time also sang in the Brockton Legion Male Chorus, a prominent local singing group. His daughter, Lois, lives in Pearl Harbor where her husband is an ensign in the Navy. George Ekman, Lester's son, is a student at Tufts University.

Lester is handy with tools, having remodeled his home completely; he is also interested in gardening.

treasurer Warren H. Anderson. Mrs. Anderson died very suddenly early in December. Warren was treasurer and secretary of the company for five years until his retirement in 1965.

PAPER MILL

A son, Mark, was born to Andrew and Beatrice Girard on December 13. The baby weighed in at 6 lbs. 4 oz. Andy works at the Stock Handling Department.

NO. 1 BOX SHOP AND OFFICE

Congratulations to Walter Cotter and his wife on the birth of a baby girl, Diane Marie, on November 7, 1966. She weighed 7 lbs. 3 oz.

It was good to see several of our retirees who dropped in around Christmas time: Andrew Center, Jim Donnelly, Bill Downing and Mike Flaherty. Best of luck and good health to them in the coming years.

Congratulations to Joseph Lydon and his wife on a baby boy born November 4, 1966 and weighing 8 lbs. 8 oz.

Warren Eisner and his wife recently spent an enjoyable vacation in Florida.

Welcome to Fred Boyden who recently joined the Solid Fibre Case Department.



SUSAN FLOOD, 11 year old daughter of Thomas Flood of the Paper Mill, was one of the many bed patients visited by Santa at the Canton School for Crippled Children shortly before Christmas. This visit by the Norwood Elks' Santa was on December 14, the same night that the Bird Club Hospital Show was staged at the school's auditorium.

NO. 2 BOX SHOP

Christmas time seems to be the season for vacations in the Shoe Carton Department. Among those who combined the vacation and the party were Vaughan Allan, Victor Taggart, Parsy Solbo, Samuel Thompson, Joseph Kalkavich, Peter Miskinis and Robert Patterson.

Joseph Troiano enjoyed a hunting trip to New Hampshire.

It was a happy Christmas in Victor Taggart's house as his son, Victor, Jr. came home for the holidays from Vietnam. This month he reports to Fort Ben Harrison in Indiana.

We express our sympathy to our fellow employees who have lost close members of their families recently: William Grinavic, whose mother died; Amos Dixon whose wife died; and George Chapman whose sister died.

NORWOOD ROOFING PLANT

We are glad to see Thomas Greene back to work after being on the sick list for a time.

Uuno Wiik of the Shipping Department again played his role of Santa Claus at the Lord Fox Restaurant as he has done for the last 12 years. He also was busy putting on his clown and magic act for the season. One night he was pleasantly surprised to see the Dave Fleming party come in for the celebration of Mr. and Mrs. Fleming's 50th Wedding Anniversary.

G. W. DINSMOOR DIVISION

The sudden death of Franklin T. Woodbury, tractor-trailer driver, on November 16 was a shock to all of us. He was always active in the Dinsmoor Associates. We shall miss his "good natured complaining" and his friendship with many who worked here.

LEWISTON PLANT

We welcome several new members to the Bird family this month: Sandra Proctor, daughter of Florence who is on leave of absence to care for her ill mother-in-law, Olivette Bernier; Lucille Verrault; and Dick Fongemie.

We also welcome back an old timer, Anita Nadeau, who worked for Bird when we were in Auburn and also worked here at Lewiston for a time.

By the time this comes to print, Margaret Gillis will be well on her way to Texas where she and husband Alfred plan to spend three months; they will also tour several other states.

Both the girls and the men have organized bowling teams. They bowl against each other one night a week and also bowl in one of the local leagues. We hope one day to report some real good scores, but as yet there is not too much to brag about.

We only had two lucky hunters this past year, Harold Theberge and Gerald Hinkley.

Everyone seemed to have a good time at our Christmas party. We enjoyed a nice lunch, an exchange of gifts, music and dancing.

CHARLESTON PLANT

We welcome Hubert Alfred. He is the new tank car man.

We understand that Cyril Joyce is trying to outfish the Champ, "Catfish" Kellams. This will be hard to do and we wish him luck.

Stan Phillips attended the football game Nov. 5 between Clemson and North Carolina. His oldest son, Richard is a graduate of Clemson with a Mechanical Engineering

(continued on page 4)

LONG SERVICE LIST

FEBRUARY 1967

Name	Year	Dept.	Yrs.
William F. Murphy	2-5-17	No. 1 Box Shop	50
Gordon G. Wilson	2-14-27	Roofing	40
Joseph V. Jarlin	2-4-32	Power Plant	35
Benjamin S. Baranowski	2-8-32	No. 1 Box Shop	35
Lawrence M. Lindblom	2-1-37	Office	30
Ludwig T. Harriman	2-10-37	Office	30
Edward J. Sullivan	2-15-37	Paper Mill	30
Richard E. Gorman	2-18-37	Roofing	30
Donald Falconer	2-13-42	E. Wal. Maint.	25
Robert C. Newton	2-19-47	Roofing	20
Elsie M. Ahlander	2-18-52	Office	15
Harry R. Parker, Jr.	2-5-57	Paper Mill	10
James V. O'Sullivan	2-12-57	Office	10
Josephine E. Anderson	2-27-57	Office	10
Eldon A. W. Carlson	2-5-62	No. 2 Box Shop	5
Marcel Morin	2-12-62	No. 1 Box Shop	5

MANCHESTER

Louise A. Dionne	2-1-62		5
PHILLIPSDALE			
Albert G. Farrell	2-23-37		30
Richard J. Ferris	2-2-42		25
Joseph A. Tremblay	2-10-42		25

CHICAGO

Frances Johnson	2-11-52	Office	15
William Riles	2-11-57		10

CHICAGO FELT MILL

Julian Torres	2-4-57		10
---------------	--------	--	----

Lawrence Clayton	2-26-62		5
------------------	---------	--	---

GLENWOOD

Noble Medlock	2-5-47		10
Clarence Diggs	2-17-47		10

CHARLESTON

Willard W. Holladay	2-20-62		5
---------------------	---------	--	---

W. J. HILL

Lawrence W. Pickner	2-8-62		5
---------------------	--------	--	---

TOP OF THE NEWS

MAIN OFFICE

Dean Craft of Randolph, and Herbert Hatchelder of Middleboro, are two more new employees whom we welcome to the Cost Accounting Department. Herb is a cooperative student at Northeastern University, and is filling the job which Francis Macauley worked on until he returned to school in December.

Our sympathy to Esther Firth of the Employment Office whose sister, Mrs. Mary Friday died suddenly several weeks ago.

Friends of Mrs. Charles Nichols, retired, (Alice Field) will be interested to know that she has moved for the winter to 28 Mountain Street in Camden, Maine, to be with her cousin. She reports she is feeling well and enjoying not only her cousin's company but the company of five cats! Mrs. Nichols celebrated her 90th birthday last August.

Last month many Bird & Son friends attended the visiting hours and the funeral service for Mrs. Warren (Martha) Anderson to express their sympathy to former

TOP OF THE NEWS

(continued from page 3)

degree. We all know which team he rooted for!

Our deepest sympathies to James E. Smith who lost his grandmother recently.

It's good to have Woodrow Barnhill, machine tender, back and fully recovered from his illness.

E. N. Zinkowski spent his week of vacation painting and gardening at home. We believe he is trying for another Yard of the Month award sponsored by the West Ashley Garden Club.

We welcomed Dale Adams, Shreveport Supt., who spent a week with us recently. We also enjoyed Herb Schaefer's recent visit.

Our deepest sympathies to Acie and Donnie Rabon in the loss of their sister.

Condolences also to Robert Prosser whose grandfather passed away.

We congratulate William Jarrell on his new job as No. 1 machine mechanic.

Dick Ustry and wife, Pat, acquired a babysitter for their six daughters and took a little jaunt to Columbia for a tour of the State House, Art Museum, and other historical points of interest.

Al Lukow finally completed the tool shed in his back yard, which proudly displays all Bird products, such as Mark 25 Shingles, and Vinyl Siding.

Ed Tuck welcomed relatives from Ohio. He is very busy these days visiting the many historical points of Charleston.

We express our sympathy to John Newton, Shipping Dept., on the death of his father.

Several of our people were kept busy with the recent activities of The Citadel. Jack Blandford was here for the Homecoming and game between The Citadel and East Carolina; W. K. Price attended the Parents Day festivities; Bob Zobel, office manager, attended his 15th year Class Reunion; and Jimmy Norris, messenger, and his band played at the Francis Marion Hotel for the Class of '61 reunion.

We are happy to welcome our new salesman for the West Virginia territory, Charles D. Harding. Chuck makes his home in Charleston, West Virginia. We all enjoyed his short stay here at Charleston and also Frank Ross' visit while training him.

Quite a bit of excitement was stirred up recently when Aaron Carter, Sample De-



FIFTY-NINE AND ONE-HALF POUNDS of drum fish! This beautiful catch was recently made in the Cooper River by Ed Toler, left, of the Charleston Plant, and his brother-in-law.

partment, caught a snake on the lawn in front of the office.

It is always nice to be able to meet one of our customers and we enjoyed meeting R. J. Miles, Goodson Roofing Company, Greenville, North Carolina, when he was brought here by R. Joe Williams.

John Burn recently enjoyed fishing for trout in Stono River.

Mary Jo Rakoske took her vacation during the Thanksgiving Holiday and spent it at home with her family.

Joe Shokes was happy to have a visit from Mr. and Mrs. John C. Paty, Sr., from Paty Lumber Company, Johnson City, Tennessee. We also want to congratulate Joe on becoming elected president of the Optimum Club.

We would like to welcome two new girls, Frances Cleveland, switchboard operator, and Barbara Roberts, order typist.

Jack Lee spent his vacation quail hunting. We hope he got lots of birds. Terry Jenkins and A. K. Powers also spent a few days duck hunting up the Cooper River.

Bill Mayak, Herbert Martin, Jimmy Whetstone, Aaron Carter, and their families, gathered oysters near Isle of Palms and enjoyed an oyster roast over the Thanksgiving holiday.

Bill Price's project for his recent vacation was the removal of 3 gigantic moss-filled oak trees in his yard.

Kyser (Rocky) Hudson spent his vacation with his mother in Sumter, South Carolina.

Jeanne Brooks spent part of her vacation in Raleigh, N.C., visiting her son, Robert, a minister, and his family; and part visiting her son, Tommy, and family, in Detroit, Michigan.

Jean Minshew had a pleasant visit from her daughter, Jeanne Kay, who lives in Goulds, Florida.

Peggy Campbell and Sara Swain were involved in separate automobile accidents during the past month. Both were minor accidents and we are happy that neither girl was hurt.

Terry Jenkins was recently visited by Floyd Billings, former traffic manager.

Most of us had a thankful and happy Thanksgiving Day. Arline Wilkes and family visited friends in Atlanta, Ga. Janice Ritter and family spent a few days with her mother and brother in Panama City, Fla. Jo Ann Brown had a most welcome visit from her youngest sister, Nancy, who is attending Wingate College, and her oldest sister, Patricia, who lives in Columbia. It had been quite sometime since all four girls had been together with their parents.

Bowling can be exciting, as well as fun, as Linda Lee proved by locking her keys in the trunk of her car. She was assisted by Jimmy Norris, Jimmy Owens, Johnny Morris and Jo Ann Brown. After removing the back seat to get the keys, everyone finally arrived home safely. Incidentally, we heard that Linda had three extra sets of keys made the next day.

After extinguishing small grass fires on Bird & Son property recently the Charleston Fire Brigade assisted the North Charleston Fire Department in putting out a fire which originated in a nearby warehouse.

We express our sympathy to the family of Hubert Hooks, whose death on October 26 has not been recorded in these columns before. Hubert had worked in the plant since 1955, and since 1957 had been a cutter operator. He is survived by his wife and four children.

SHREVEPORT PLANT

On December 7th at the annual election of officers for the W. H. Booth Masonic Lodge, Edwin Sompayrac was elected to the office of Junior Warden. Edwin is active in the Lodge, having worked up through the chairs to this present position. In his official capacity, he will attend the Louisiana State Grand Lodge Session representing the Booth

Lodge in New Orleans in February.

This reporter recently witnessed a very touching ceremony in the Cedar Grove Chapter No. 135, Order of the Eastern Star, when Hollis Dean was initiated. Part of the impressive story was given by his lovely wife, Drew. His initiation was held early so he could participate in the election of officers held December 8th. At that time, Hollis was elected Association Patron and his wife was appointed to fill the station of Electa. They were installed on New Year's Eve.

The Shreveport Plant and Office was saddened in the recent death of Robert E. Jones. Robert had worked with us for more than 20 years in the Shipping Department and had made many friends in the office as well as the mill. We will miss him very much, and our sincere sympathies go to his wife and family.

Mabel Cohn enjoyed a trip to Kansas City to see her relatives during the holidays. She did quite a bit of shopping and visiting.

The W. L. Smith family visited friends and relatives in Port Arthur, Texas. Willie enjoyed a football game while he was there.

O. N. Sherburne spent part of his vacation in Dallas with his daughter, Dawn, and her family. He seemed rather rested and ready for work when he returned.

Grace Fuller entertained her niece Mrs. Van Evans, and family of El Dorado, Arkansas during the holidays. . . . Dena Fuller's son and his family motored up from New Orleans and spent Thanksgiving with the "grandparents." . . . Ed H. May enjoyed a visit from his son and family. Of course, the Holidays were complete while the granddaughters were here. . . . Louise Barberousse had a nice visit from her month-old grandson from Dallas, little Larry Lynn Barberousse. . . .

During his vacation, Edwin Sompayrac motored to Dallas for a few days. While he was there he went by the Price Waterhouse office and enjoyed lunch with David Walden. Mr. Walden has worked in Shreveport the past two years during physical inventory and has made a number of friends both in the office and plant.

The annual Christmas Party of the Shreveport Foremen's Fun Club included the office employees and their husbands and wives this year. It was held at Joe's Restaurant on Youree Drive, where a truly wonderful time was had by all!

The social hour began at 6:30, followed by a delicious steak dinner at 7:30. This was followed by a few games of Bingo, door prizes were awarded and the evening's entertainment was climaxed by dancing.

Huey Humphrey is president of the Club and William Winkler, vice president.

Everyone voted it a wonderful party, and each one who attended is looking forward to another get together.

We are happy to learn that Franklin Fuller is doing very nicely after his recent emergency operation. His mother, Dena, who works in our office, spent several anxious days in New Orleans while he was so very ill.

CHICAGO ROOFING PLANT

We hear that John Erdman of the Store-room and Genevieve Gerard are making plans for a June 3rd wedding. All good wishes to Genevieve and John!

By the time this goes to press Bert Lyz (Switchboard), her husband and her young son and daughter will have had their trip to Florida . . . Tampa etc. . . . seeing the old year out in a sunny clime. They made the trip by plane.

Hunters take note; F. F. Busselle (Western Division salesman) reported on his hunting trip to Michigan in November. He shot a 175 lb., 4 point buck, with a rifle he had built himself . . . a pretty good do-it-yourself stunt!

Another salesman, William Baker got a deer too . . . it ran into his car and needless to say it did neither the deer nor his car any good.



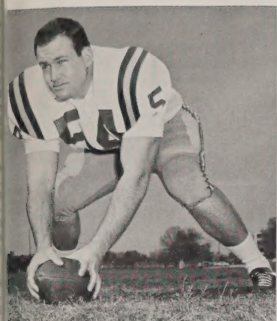
A WONDERFUL PARTY!—These are the Shreveport folks who enjoyed the Foremen's Fun Club Christmas Party (See Shreveport news); Front Row: Mrs. Kaval Lee, Mrs. Lucille Sullins, Mrs. Bryant Johnson, Mrs. Ora Miller, Mrs. Blanche Kerlin, Mrs. Mabel Cohn, Mrs. Lorraine Williams.

2nd Row: William Winkler, Mrs. Winkler, Mrs. Huey Humphrey, Mrs. Earl Johnson, Mrs. Jimmie Brown, Mrs. Jackie Tipton, Mrs. A. G. Har-

3rd Row: K. A. Loe, H. E. Bamberg, Mrs. Bamberg, Mrs. Willie Smith, Mrs. Phil Johnson, Mrs. G. D. Davidson, Mrs. D. L. Oliver, Jackie Tipton, Mrs. Leon Taylor.

4th Row: Philip O. Johnson, Floyd Sullins, Huey Humphrey, Bryant Johnson, Willie Smith, Earl Johnson, D. L. Oliver, G. D. Davidson, A. G. Harper, L. N. Williams, Jimmie Brown, Leon Taylor was the photographer.

Shreveport's Football Star



Everyone at Shreveport joins Phil Johnson, foreman on Shreveport's No. 1 Roofing Machine, in admiring the sports record of his son, Phil Johnson, Jr. at Louisiana State University. Nicest of all was a recent feature article in the Baton Rouge paper, which read, in part:

"LSU's Phil Johnson came to play. . . He isn't particular where he plays as long as he plays and because of his attitude, many of LSU coach's problems have been solved by switching him from one position to another. . . Coach McLendon shifted the big boy to left guard prior to the Ole Miss game and he responded with an excellent job. He also played well at his new position against Alabama. Jack Doland, offensive line coach for the Tigers said, 'Phil is a real intelligent young man. He moved over to offensive guard and picked up the blocking assignment without difficulty.' Do and also praised Johnson for his leadership, his hustle and his unselfishness.

"This was also indicated in baseball last spring when Johnson answered the call of Baseball Coach Jim Smith for a catcher. Even though baseball was, and is his favorite sport, Phil had played little since his high school days. It took him while to get his timing, but the big boy finally came through with a .288 batting average, the second best on the team.

"Johnson gives credit to his father for stimulating his athletic interests. 'He was my biggest encouragement. As long as I indicated an interest, he would work with me. I guess it was my father who taught me to enjoy competitive athletics.'

The former All State prep star, with a gleam in his eye, remembers the only two touchdowns he ever scored. One came on a pass interception in high school and the other in a like manner when he was linebacking for the TIGER freshmen — a 35-yard return for a touchdown against the Tulane freshmen. He figures that his moments of glory in the scoring column are over. He now concentrates on helping his offensive backs through the opposition's line, and he's enjoying it more.

Phil Johnson came to play. . . We may have another Johnson to write about soon. Randall Johnson, Phil's youngest son who is a senior at Byrd High School, was recently named to the Shreveport All City Football Team. The players, selected from Shreveport's four high schools, were guests of the Shreveport Journal at the Cotton Bowl Game in Dallas, Texas December 31st.

TOP OF THE NEWS

(continued from page 4)

WATERVILLE PLANT

Our condolences to Ronnie Bishop whose mother passed away recently.

We are indeed sorry to learn of Ronaldo Gagnon's accident which completely demolished his car, but happy to know he suffered no physical injuries.

Jerry Squire has been miserably ill as a result of exposure to his own children when they had the chicken pox. By the time this goes to press we trust he will be back with us once more.

We are rejoicing with Mr. and Mrs. Hubert Caron, whose son completed his marine corps basic training at Camp Lejeune in time to spend the Christmas and New Year holidays at their home in Waterville. Upon completing his leave, Allen reported for duty in San Diego, California.

Richard Bourgoign and Jerry Squire, salesmen attended sales meetings in East Walpole early this month.

Monthly Card Parties Attract Cribbage Fans

At the second Cribbage Party on November 14 it was again Julia Lewis who walked off with first prize as she did the month before. Ted Pierce of Norwood Roofing was second prize winner in the evening's play which attracted 22 players.

Actually, four were tied for second place. Ted won the draw and the others were given free tickets for admission to the December party: Ralph Farris, Eino Manninen and Charles White.

Door prizes of baskets of fruit went to Richard Murphy of Mansfield and James Langmead of East Walpole. A new prize was given for the lowest score of the evening. R. W. Howe, who won it, was awarded a free pass to the next Cribbage Party.

Cribbage enthusiasts turned out in good numbers for the December party on Monday the 12th. Winning enough cash to buy that Christmas turkey was first prize winner Chester Porter, superintendent of No. 1 Box Shop. Second prize money went to Eino Manninen of Norwood Roofing. Actually three persons tied for first place, and in the drawing of cards, the above selection was made. Third place winner was James

Contributors

Reporters contributing to this issue of the Review include: Nancy Knox, Arthur Chamberlain, Alfred Breen, Catherine Brady, William Ford, William Grimavic, Uno Wiik, Mary Driscoll, Helen Lane, Helen Julia, Donald Beck, Virginia O'Brien, Lucille Sullins, Robert Zobel, Moses Bader, Mary Moylan, Lawrence Pickner, Leonard Weaver, Edward Knaus, Thomas Reynolds, Julia Lewis.



PROUD FATHER, Jesse Ulmer, Charleston foreman, vacationed at Ft. Sill, Oklahoma recently to see his son, Robert, commissioned a Second Lieutenant. Robert also worked for Bird & Son several years ago.

Manninen, son of Eino, who was given a free admission to the next party.

Another free admission ticket winner was Janice DeLutis of the Mill Office who had the low score for the evening. Baskets of fruit as door prizes were awarded to Stuart Farris, No. 2 Box Shop and Adolph Krusas, No. 1 Box Shop.

Good Bowlers Feasted On Free Xmas Turkey

Good Bowlers — ten of them — ate good turkey free of charge at Christmas. These were the winners of the annual turkey roll off in the Men's and Women's Bowling Leagues:

For the women it was Louise Conti and Mary Moylan.

Leading the men was Arthur Chamberlain, Paper Mill, with 350. The others were James Moylan, Engineering; Victor Taggart, No. 2 Box Shop, Jack Reddick, Roofing; James Kemmler, New London Mills; and Leon Sansone, W. J. Hill. Also, Paul Johnson, No. 2 Box Shop was high three string winner (344) and Frank Mazzocca, Roofing, was high single (134).

Winners of the Thanksgiving roll off for the women were Evelyn Baldud and Eleanor Shea, with Catherine Boyle getting a special cash prize offered by the Norwood Sport Center. For the men at Thanksgiving it was: Angelo LaSalvia, Walter Bisdack, Russell Blake, Frank Nyboren, Albert Boonstra, Leon Sansone, James Moylan, and Fred Turco.

At the end of the first half of the Men's League (January 4), two FBM men were leading in averages and the FBM team was in first place, with EMW second.

Team standings:			
Team	Won	Lost	Pct.
FBM	52	26	.667
EMW	48	30	.615
FB2	46	32	.590
FB	44	34	.563
DF	43	35	.550
AT	40	38	.513
K	39	39	.500
Hill	36	42	.457
A	35	43	.448
EM	34	44	.435
FBW	32	46	.410
FF	19	59	.243

Recent Deaths Franklin T. Woodbury

FRANKLIN T. WOODBURY, Dinsmoor tractor-trailer driver, died on November 16, 1966, after being stricken suddenly at his home at 2 Henry Street, Salem, New Hampshire. He was 49 years of age.

Mr. Woodbury was born in Salem on May 23, 1917, and for 23 years was a truck driver for the Dinsmoor Division. Starting as a slitter helper at the Lawrence Plant, he soon transferred to the Shipping Department, where he drove a tractor trailer. He was an active member of the Dinsmoor Associates.

He was a member of the First Congregational Church of Salem, and a former deacon and trustee of that church. He was also a veteran of World War II and a member of Salem Memorial Post 8546 VFW.

Surviving him are his wife, Virginia (Alexander) Woodbury, a 17-year old son, Glenn, a sister, Mrs. Eleanor Bar-ron, who is Salem town clerk, and three

brothers, Isiah, Earl and Chester.

Funeral services were held on November 18 with burial in Pine Grove Cemetery, Salem, New Hampshire.

Robert E. Jones

ROBERT E. JONES, for many years a leaderman in the Shipping Department at Shreveport, died November 27, 1966 at the age of 54, after a long illness.

Born in Carthage, Texas, he had lived in Shreveport many years and had been employed at Bird & Son since September 1945.

Funeral services were held November 29 at the Rose-Neath Funeral Home in Shreveport. Mr. Jones is survived by his wife, Mrs. Ellen Jones; three sons, Jimmy R. and Donald E. both of Shreveport, and Robert K. of Natchitoches; his mother, Mrs. Lucy Jones of Shreveport; five brothers and two sisters.

James J. Donovan

JAMES J. DONOVAN, 77, died on December 26 in Norwood. For many years a paper maker at the East Walpole Mill, he had been retired since July 1954.

He was born in Ireland and had worked for Bird & Son for several periods between 1914 and 1918 before starting his continuous employment on February 20, 1922. After 12 years on the paper machines he became machine tender on No. 5 Machine and also worked later on No. 3 Machine. Following his retirement in 1954 he continued to live in Norwood.

Funeral services were held December 29 with a solemn high mass of requiem at St. Timothy's Church, Norwood. He is survived by a son, James, Jr., a daughter, Mrs. Mary Connell, both of Norwood, and sister who lived in Boston.

Michael J. Hawkins

MICHAEL J. HAWKINS, retired, died on December 29, 1966 at the age of 80. For many years he had been living at the Elks National Home in Bedford, Virginia.

Mr. Hawkins joined Bird & Son in 1906 as traffic manager. He later became assistant purchasing agent as well, and continued in those positions to his retirement on December 31, 1952.

Funeral services were held on January 2, 1967 with a solemn high mass of requiem at St. Mary's Church, East Walpole, the church he attended for many years during his residence in East Walpole. His nearest surviving relative is Miss Margaret Clancy of Norwood, his granddaughter.

Lauri Palonen

LAURI PALONEN, who retired from the Floor Covering Plant in December 1957, died on December 30 at the Norwood Hospital.

Born in Finland 75 years ago, he had lived in Norwood most of his life and had worked at the Floor Covering Finishing Department continuously from August 1926. In earlier years he had also worked for a time in both the Paper Mill and the Roofing Plant.

Funeral services were held at the May Funeral Home in Norwood on January 1, 1967. He is survived by two sisters living in this country and two brothers in Finland.



PRIZE-WINNING IRISH BAND made a new recording just in time to be enjoyed, and danced to, at Christmas time. Manager of the band is Martin McDonagh of No. 5 Paper Machine. His brother is Mike, the band leader, who is second from the right in the back row (with accordion). Third from the right, also with an accordion, is another Martin McDonagh (no relation) who also works on No. 5 Paper Machine.

Local Band Makes New Recording Manager Martin McDonagh Works Here

Have you heard "The Sound of Ireland"? Chances are you have, if you come from Norwood or Walpole and if your name is McDonagh, O'Toole, Flaherty, O'Connor — or any other good Irish name — it's the new record which came out just before Christmas, played by Mike McDonagh's Connacht Ceili Band. Manager for this prize-winning dance band is Martin McDonagh of No. 5 Paper Machine, brother of Mike, the leader. An accordion player with the band is another Martin McDonagh, also of No. 5 Paper Machine, but no relation to the two brothers. The new record is selling well, according to Manager Martin McDonagh.

The band was formed in 1960 and has been the leader in Irish music for six years in the states of Massachusetts,

New York, and Connecticut. Mike's band plays this great Irish music every second and fourth Saturday of each month through the courtesy of the Norwood Irish Music Club, at Runeberg Hall, 90 Wilson Street, Norwood.

Club Officers Work Here

Officers of the Club are mostly Bird & Son employees: president and founder, Martin McDonagh, machine tender on No. 5 Machine; vice president, Peter Costello, No. 2 Box Shop Shipping Department; treasurer, Michael Flaherty, No. 1 Box Shop; secretary, Mrs. Michael Caulfield, whose husband works at No. 1 Box Shop; sergeant-at-arms, Paul Conley, a paper-maker at Hollingsworth and Vose.

Mike McDonagh, the band leader, comes from Calla, Galway County, Ireland. Well-known in this country

and Ireland, he has played in Ceili bands in Ireland. He was Midlands of Ireland Champion in 1948, and has won many trophies in the United States. At present he is music director for three Irish Clubs in Boston and vicinity.

Martin McDonagh, the musician — no relation to brothers Mike and Martin — comes from Rossaveel, Galway. His long experience with the accordion includes many appearances on Radio Erin.

Describing the music, the record jacket states:

"Mike McDonagh's Connacht Ceili Band is one of the most outstanding in the United States. Winner of the New England Championship for three consecutive years, the group is well-known to every lover of Irish music. That every member is from Ireland or of Irish lineage is a major factor in the group's outstanding ability to render authentic interpretations of many Irish music forms."

And another amazing fact was told to the Review by Manager Martin — not one of the group has had any formal musical education. Not one of them reads music — all play by ear!



NEW RECORD by Mike McDonagh's Connacht Ceili Band is admired by the band's manager, Martin McDonagh of No. 5 Paper Machine.

Fall Concert of N. C. S. Pleases Large Audience

Music by Schubert and Vivaldi thrilled an enthusiastic audience at the Walpole High School Auditorium on December 11 when the Neponset Choral Society presented its annual Fall Concert.

The chorus of 64 voices was supported by an orchestra of 22 and an organ, in the performance of Franz Schubert's *Mass in E Flat*, followed by Antonio Vivaldi's *Gloria in D*. The beautiful music was excellently performed under the direction of Leonard W. Weaver, who organized the Society in 1949 and who has been its only director.

Eight soloists added to the enjoyment of the evening. The five who performed in the Schubert Mass included Mrs. Priscilla Cann, soprano, of Raynham, who has sung many times with the organization; Robert Estes, tenor, of Foxboro, who sang a lead in last Spring's Gilbert and Sullivan operetta; and three new singers: Mrs. Ingrid Elofson, alto, of Millis; Mr. Walter Borlase, tenor, of Foxboro, and Mr. David Gillett, bass, of Norwood.

Soloists in the Vivaldi Gloria were Mrs. Louise Hall, soprano, of Sharon, who has sung many Gilbert and Sullivan roles with the Society; and Mrs. Julia Bristol, soprano, and Mrs. Joyce Stiefel, alto, both of Foxboro, and both appearing for the first time as soloists with the Choral Society.

It's "The Sorcerer" in May

The chorus was "on vacation" during the holidays, and on January 9 started its rehearsals for the performance next May of "The Sorcerer," a Gilbert and Sullivan operetta never before presented by the group. All interested singers are welcome at Bird Hall, East Walpole, at 8 P.M. on Monday nights.



SEVENTY-TWO VOICE CHORUS and orchestra which was heard at the Walpole High School on December 11 in the Fall Concert of the Neponset Choral Society. Director Leonard W.

Weaver is on stage at the right. The chorus has now started rehearsals for the Spring show, Gilbert and Sullivan's "The Sorcerer."

The BIRD REVIEW

Volume 55 No. 2

Published for Bird & Son, inc. employees and their families

February 1967



THE WINNERS of the Best Suggestion awards of 1966. President Jenkins and top winner Francis Brown stand in the center, flanked by the other winners and executives and committee members. Left to right, standing: John Rambeau, treasurer; Howard Bearce, foreman; John Raposa, special award winner; Robert Jenkins, president; Bernard

Soward, executive vice president; Francis Brown, top winner; Paul Knight, vice president; Donald Frazier, superintendent. Seated: Clarence Pierson, foreman; John Murphy, director of personnel; Charles Peters, second place winner; Russell Mollerberg, third place winner; Ralph Williams, superintendent; Richard Carberry, foreman.

Sales Conference, Dedication of Bardstown Plant

East met West and North met South in January at the most impressive sales conference ever held by the Building Materials Division. "Never the twain shall meet" was completely refuted as over one hundred Building Materials Division salesmen from all territories gathered at the Executive Inn in Louisville, Ky. on January 23, 24 and 25, 1967.

Led by Philip C. Johnson, vice president of the Division, and Leonard C. Niese, director of Advertising and Sales Promotion, the men attended a succession of five seminars covering both products and sales techniques for the coming year.

On Tuesday, the 24th, four buses carried the men to the newest Bird & Son plant at nearby Bardstown, Ky. Here dedication ceremonies formally opened the plant which now produces Bird Vinyl products. Preceding the dedication a buffet lunch was served in the large warehouse and Bird executives and salesmen toured the plant.

President Robert F. Jenkins and Superintendent Norman Olson participated in a flag raising ceremony which opened the dedication program. They were assisted by two U.S. Marines smartly dressed in full dress uniform

(continued on page 2)

Award for Best Suggestion of 1966 Goes to Francis Brown, Norwood Plant

Happiness is getting an extra thousand dollars in cash!

And that's what happened to Francis Brown, No. 9 Machine, Norwood Roofing Plant on January 19th when President Jenkins handed him two checks and announced him the winner of the award for the Best Suggestion of 1966.

Mr. Brown was one of five deserving winners of year-end and special awards under the Bird & Son Suggestion Plan. He received \$200 for the Best Suggestion of the year, and an additional \$825 for the saving that was achieved.

Second Best Suggestion winner was Charles Peters, who entered his prize winning suggestion not long before he retired from the Norwood Roofing Plant last April. The Second Best Award was \$100, the special award, \$320.

A check for \$50 for the Third Best Suggestion was presented to Russell Mollerberg of Phillipsdale, along with a special award of \$215. Other special awards were paid to John Raposa of Phillipsdale (\$140) and Steve Vargo of Perth Amboy (\$110).

"Wet Edges on Asphalt Felt" was the title of the suggestion which brought Francis Brown the \$1,025. By putting a higher splash guard in front of the stack rolls, asphalt is prevented from splashing onto the felt and the track rolls when the machine is running at high speeds. There is a large saving in damaged rolls and increased production.

(continued on page 2)

Organization Change Puts Vice Presidents in Charge Of Sales and Manufacturing

President Robert F. Jenkins announced a major organization change on January 10, affecting all divisions of the company.

Under the new program, each major division is now headed by a vice president with responsibility for both manufacturing and sales. The new organization is as follows:

Building Materials Division

Philip C. Johnson, Group Vice-President, with responsibility for the entire operation of the Building Materials Division.

Paul I. Knight, Vice-President, Manufacturing, Building Materials Division. He is responsible for all manufacturing operations in building materials and felt plants, and he reports to Mr. Johnson.

Paperboard Division

Harold R. Bonnyman, Vice-President, Fibre Box Division, with responsibility for sales and manufacturing.

(continued on page 6)

David Carreau Appointed Assistant Manager of the Profit Planning Department

On January 6, 1967 David G. Carreau was appointed assistant manager of the Profit Planning Department, reporting to Allan Jones, manager.

Dave received his BS and BA from Bryant College in Providence, Rhode Island, in 1963. He is presently studying at the University of Rhode Island

(continued on page 2)



FIFTY YEARS ON THE JOB. William F. (Bill) Murphy, center, was greeted by these executives and congratulated on his half-century of service. Left to right: J. C. Rambeau, treasurer; H. R. Bonnyman, vice president; J. J. Murphy, director of personnel and industrial relations; William Murphy, guest of honor; R. F. Jenkins, president; B. P. Soward, executive vice president; C. H. Porter, superintendent.

William F. Murphy received a check for \$500 and the hearty congratulations of Bird & Son executives on February 3 on the occasion of his 50th anniversary with the company. His service date is February 5, 1917, when he started as a messenger part time after school.

Bill later became a clerk in the Traffic Department working for Michael Hawkins who wrote of him on an early record, "He is steady, capable and willing."

In 1928 he transferred to clerical work in the Roofing Shipping Department where he eventually became assistant foreman. Since January 1935 he has been foreman of Shipping at No. 1 Box Shop.

Bill can entertain you for hours with his recollections of fifty years ago and his experiences as a baseball player. Next month we will publish some of his reminiscences.



The BIRD REVIEW

Vol. 55 No. 2

February 1967



Published for the employees of Bird & Son, inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of
Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

A New Approach

To all Bird & Son employees:

I want to make clear the reasons for the organization change announced in January and the results we hope to accomplish from it.

The third quarter financial report of the company, and the forthcoming annual report to stockholders show an encouraging picture for the operations of the company. But, since these figures are for the *total* operation, they do not show the unpleasant fact that some product lines and some production operations were not profitable in 1966. This cannot be allowed to continue.

No business can continue to exist for any length of time unless it operates at a profit. No department or division of a business can long justify itself unless it adds its share to profitable operations.

Under our new organization, each vice president of our major divisions is now responsible for both manufacture and sales. This tighter organization empowers him to do those things he believes must be done to improve

the operations for which he is accountable.

There is nothing new in this — it is what all managements in all companies strive for. But we believe the new program here is set up for more effective accomplishment of our aims.

The vice presidents will be working for improvement in such areas as:

- Better service to customers
- High quality of product
- Elimination of wasteful operations
- Elimination of errors which affect quality or service.

Through our improved cost accounting and profit planning studies we are now able to learn quickly where our trouble spots are. These will be faced promptly with all our resources.

Your full cooperation is sought and expected. We have a big job ahead of us this year, but we have a fine team and we are confident that with your help we can make a creditable start in solving our problems.

Robert F. Jenkins

President



YOU'D BE HAPPY, TOO if your dad had just won \$1,000! Francis Brown and his family watch Bozo the Clown on TV in their attractive living room, but dream a bit about spending the \$1,000 he just won in Suggestion awards. Part of the money, he says, will go toward the mortgage. Left to right; Peggy, Bobby, Francis the WINNER, Mary (Mrs. Brown) and Jimmy.



\$110 in Special Award money was presented to Steve Vargo at the Perth Amboy Plant last month. His suggestion for a plate in the Silo has been a good money-saver. Superintendent Frederick Nolte, second left, presents the check to Steve Vargo on his left. Other Suggestion Committee members are, left to right, Donald Shaffer, Alfred Leithner and Ernest Wright.

Year End Winners

(continued from page 1)

Charlie Peters' idea for a "Button System on 'C' Dust System" has reduced the amount of time necessary to run the knockers in the dust system; this saves a large number of filter bags and the time it took to replace damaged bags.

Two outstanding ideas came from Phillipsdale this year. Russell Mollerberg's suggestion, "Stop Snags and Breaks on No. 1 Machine" provides for a pan which catches loose pieces of stock which formerly fell onto the felt and caused snags and breaks.

"Plug to Clean Plugged Tailings" was John Raposa's idea to save breaks and time at the Phillipsdale Felt Machine. An opening has been made at the elbow of the centri-screen tailing line through which a rod can be pushed to free the line when it becomes plugged. This brought a special award of \$140 to John Raposa.

The last Special Award was announced at the East Walpole meeting and then the check for \$110 was sent to Perth Amboy where it was presented to Steve Vargo for his idea, "Slate Pit in Silo." By installing a steel plate in the slate silo, a considerable amount of time is saved each time the silo is cleaned.

President Jenkins commented on the excellence of this year's suggestions. He spoke of the value of suggestions to the company and congratulated each man for his good thinking. He said, "I hope each of you will be back here next year to receive a check for another worthwhile suggestion, and I hope you'll spread the word to those you work with that we welcome their ideas. We'd like to see still more award winners at next year's presentation."

Carreau

(continued from page 1)

to receive his MBA in May of this year.

In Fall River, Massachusetts, he worked for the Firestone Tire and Rubber Company as a cost estimator for three years. He is also a graduate

of their two year Executive Training Program. Dave started with Bird & Son and the Profit Planning Department on July 25, 1966.

During his spare time, Dave and his wife, Stacy, who live in Pawtucket, go skiing whenever and wherever they can find snow. Golfing takes up Dave's sporting time during nicer weather.



David Carreau

He has been active in the National Association of Accountants for three years, and is presently serving as the vice-president of the Fall River-New Bedford Chapter. Several years ago Dave served in the Air Force for four years as an administrative assistant stationed in Paris, France.

Monthly Award Winners

Regular awards paid in January:

Herbert Williams of Charleston and Louis Veres of Perth Amboy each received an extra check for \$25 for having their third money-saving suggestion accepted.

Theodore Parker, FCPM31	\$25
Frank Sinacori, FJM	25
Herbert G. Williams, FKM	50
Louis Veres, FJPM4	25
Albert Hanson, FJM	5

Bardstown Dedication

(continued from page 1)

who presented the U.S. flag and the State of Kentucky flag to the Bird executives and then assisted in raising both flags as the Bardstown High School band played the national anthem and Kentucky state song.

Dignitaries present included Honorary Board Chairman Charles Sumner Bird, Charles Sumner Bird, Jr. and David Bird, Vice President Burleigh M. Hutchins, whose engineering staff

New Bardstown Plant is Dedicated



AT THE FLAG RAISING. Two Marines, in full uniform, present the United States flag and the flag of the State of Kentucky to President Jenkins, right, and Norman Olson, superintendent. Minutes later both flags were flying over Bird & Son's newest plant.



PART OF THE CROWD which witnessed the flag raising ceremonies at the Bardstown Plant on January 24. Superintendent Norman Olson holds a flag waiting for it to be raised by the Marines.



BIRD SALESMEN gather at the entrance to the Executive Inn in Louisville preparatory to boarding busses for the trip to Bardstown on January 24.



LINE FORMS right and left for the buffet luncheon served to Bird & Son officials, salesmen and guests at the Bardstown dedication.

supervised the construction, Judge James A. Sutherland, Guthrie M. Wilson, the Mayor of Bardstown, Rev. Gordon MacPherson who gave the invocation and Father Linus Geisler who gave the closing prayer.

Moving inside the plant after the flag raising, the group gathered for the formal speeches of the day. Among the speakers were Charles Sumner Bird, President Jenkins and Mayor Wilson. Near the speaker's stand as an appropriate setting was an impressive classic products display, used at several major conventions in the past year and again effectively employed here. Bird Solid Vinyl Products and Bird Architect Mark 25 Shingles were dramatically shown amidst the classic Ionic columns of the display.

The sales clinics at the Executive Inn in Louisville were conducted simultaneously five different times during the three days. Name tags in five different colors were issued to the salesmen and the printed program indicated the time and place of each clinic. The five groups of salesmen were rotated so that all clinics were attended by each group. Men from different sections of the



GUTHRIE M. WILSON, mayor of Bardstown, speaks at the plant dedication. On the platform with him can be seen Honorary Chairman of the Board Charles S. Bird, Vice President Philip C. Johnson, and Board member David Bird.

country were therefore intermingled through the tag identification. The result was a stimulating blend of renewed friendships, new friendships and exchange of selling and marketing ideas. The salesmen were enthusiastic. All were on hand, even for the 6:45 A.M. breakfast and the early sales clinic which preceded the trip to the new Bardstown plant on Tuesday.

Serving as chairmen of the five concurrent sales clinics were:

Leonard Niese — Marketing and Advertising
Donald Clay — Vinyl Products
Leonard Weaver — Asphalt Products
William Smith — Sales Planning
William Wright — Built-Up Products



FAMILIAR FACES can be seen around the tables at the Bardstown dedication luncheon. An effective advertising display forms a screen in the background.

General arrangements were handled by Leonard Niese, Philip C. Johnson, Damon Carter of our advertising agency, and the Show and Tell Company. When the meetings closed on Wednesday everyone headed back to his home feeling that indeed he could meet the challenge of the theme of the meetings and "Roll Together in 1967" for a successful year of selling.

Retirement Time Comes for Six with Long Service



Arthur Bushell



Joseph DeCosta

ARTHUR J. BUSHELL, sales representative for Bird & Son in Connecticut for 42 years, retired on January 31st.

Mr. Bushell's entire service with the company, which started in December, 1924, has been in Connecticut. From 1955 to 1964 he served as Division manager, sales and manufacturing, for the New Britain plant which the company operated during those years. His outstanding service to the company was recognized last month when he received the Distinguished Salesman Award, reported elsewhere in this issue.

Art Bushell has been very active in many community services and organizations. He is a former commandant of the First Company Governor's Horse Guards of Connecticut, an elite group of mounted guards serving prominently in many state ceremonies. Mr. Bushell has served on the military staff of six governors of the State of Connecticut.

He is a past president of the Hartford Sales & Marketing Club and also of the West Hartford Exchange Club and the State Exchange Club. He is a member of the Hartford Rotary Club and the Hartford Purchasing Agents Association, and has been elected an honorary member of the National Exchange Club.

For fourteen years he was chairman of the West Hartford Zoning Board of Appeals, and he is past president of the Connecticut Federation of Planning and Zoning Agencies. He is vice president of the Fernleigh Lawn Bowling Club and holds membership in the City Club of Hartford, the Avon Country Club and the Old Guard of West Hartford. He is a trustee of St. Peter Claver Church of West Hartford. He is permanent class president of the class of 1924 at his alma mater, Boston University.

Arthur and his wife, Lee, will continue to live at their beautiful home on 23 Stoner Drive, West Hartford, Connecticut. Their married daughter, Ann Lane, and granddaughter Cynthia Ann live in Rocky Hill, Conn. Art has no special retirement plans, but expects to spend several months of the year in the Bushell's favorite Florida location, Fort Lauderdale.

JOSEPH DE COSTA retired on December 31, 1966 after 42 years of service. All of his service was in the Raw Stock Handling Department or Transfer Department at Phillipsdale. Joe worked seven months in 1920 for Bird & Son, later returning in March 1924 for good.

Joe has no immediate plans to take up his idle time but as soon as he sells his present home he and Mrs. DeCosta are planning a trip to Arizona to visit her sisters. Upon returning to Rhode Island they are planning on living in Bristol, R.I. in their new home they have had built.

Joe and his wife Mary live at present at 24 Fern Drive, Rumford, R.I. They have two married children and 3 grandchildren. Their son Walter lives in East Providence and their daughter resides in Johnston, R.I.



Division in 1963 he has served as a watchman at the East Walpole Plant.

Alex was born 65 years ago in a little town called Wreck Cove, along the Cabot Trail in Nova Scotia. Several years ago he purchased a small, 6-acre farm in Britton Cove near Wreck Cove and to that scenic spot he returns as often as he can. His wife Jean, comes from the same region, so he says it is quite probable that they will spend several months of each year in retirement in this Canadian home. Alex likes deep sea fishing and knows where he can purchase a good boat if he decides to do so next summer.

The Morrisons' Walpole home is at 56 Main Street, where their son, John, and his wife also live. Here Alex expects to follow his hobbies of house painting and repairing and putting about the yard. When they lived in Dedham a few years ago, the Morrisons operated a small variety store. This occupied all their spare time and was too confining, so they sold it.

Alex recalls the many changes at the Floor Covering Plant from the time he started in August 1923. Jesse Ghen was one of his first bosses. He was made supervisor in the Undercoat Department in 1942 and became assistant foreman in 1949, serving first with Stuart Nickerson and then with Hubert White.



William Harris

WILLIAM B. HARRIS, Building Materials sales representative in West Virginia, who retired at the end of December, has figured out that from the time he started with the company on February 18, 1935, he has travelled one million miles on his territory! Also, he figures, he has spent the equivalent of ten years away from home in travel time during the 29 years.

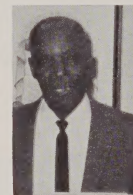
Bill's first assignment as a sales trainee out of East Walpole was driving the Bird Caravan which carried displays advertising our products. He covered eleven states from the Canadian border as far south as North Carolina. He also served two years as a sales correspondent in the East Walpole office before taking the West Virginia territory. His home has been in Charleston, West Virginia for nearly 30 years.

When he first joined the company, there were but two mills, Norwood and Chicago. He has seen three others added — Shreveport, Charleston, and Perth Amboy and has worked out of three of the five sales offices. He is proud of the fact that in nearly 32 years of service he lost less than a week because of illness. A firm believer in physical fitness and exercise, he still does daily push-ups and tries at all times to keep in good physical condition.

Born in Medford, Mass., he has never lost his love of New England. After retirement he and his wife, Dorothy, expect to spend more time at their cottage in Gloucester, Mass. They hope also to take some trips. One of his "hobbies" is his family, two daughters and six grand-children. Daughter Nancy lives in Chicago, Cynthia nearby in Charleston, West Virginia. Bridge and sports — especially watching football — are two other interests. Bill is a member of the Ben Kedem Shrine of the Masons and was a member of Lions International.



Chester Dawson



Cyrus Green

When CHESTER DAWSON was hired on October 15, 1937 to do "a little painting" around the new roofing factory building in Shreveport, he did not know he would be painting continuously for four years and then be transferred to night watchman. His "little job" stretched to nearly 30 years of employment.

Chester states he has at different times worked in practically every part of the Bird and Son plant and has enjoyed all of it. He recalls being transferred to the Maintenance Department in 1944; one of his first duties was helping N. R. McNeill rewind motors in the Electric Shop. He has been an oiler in the Maintenance Department for many years, with foremen G. D. Davidson and Earl Johnson, and states that his memories of his working days here will always be very pleasant as he recalls helping a great plant grow.

At home the Dawsons adopted two boys and have enjoyed them very much. The elder son, Jessie Lee, is now with the U. S. Marines in Viet Nam and the younger son, James Donald, is attending Booker T. High School.

Chester has always been an ardent

church worker. He has been a deacon in the West Chapel Baptist Church many years, has sung in the choir, and for the past twenty years has taught Sunday School class.

Along with his wife, he intends to spend a lot of time fishing during retirement, but their immediate plans are to travel. The first trip has already been planned to California where they will spend some time visiting relatives and seeing the sights.

CYRUS GREEN retired from the Perth Amboy Plant of Bird & Son at the end of January after nearly fourteen years at that plant location.

"Pop" Green, as he likes to be called, was born in Charleston, South Carolina but has lived for many years in New Jersey. He and his wife, Daisy, and the son Cyrus, Jr., now live at 1224 Embury Avenue in Neptune, N.J. "Pop" began working in the roofing industry with Bonafide Genasco in June, 1953, the work with Keasbey & Mattison Company until Bird & Son took over the Roofing Mill on May 1, 1962. He was an oiler in the Maintenance Department for four years, and for the last ten years has been a loader in the Shipping Department. "Pop's" previous employer record includes the Merchant Marine and the U. S. Steel Corporation.

At his retirement, his fellow worker presented him with a beautiful watch engraved "To Pop Green — from Shipping."

Distinguished Salesman



A Sterling Silver Paul Revere bowl "Distinguished Salesman Award" was presented to Arthur J. Bushell at the annual Fibre Box Division sales meeting in January. Arthur, who retired at the end of January, has represented the company in Connecticut for 42 years.

In making the award Vice President Bonnyman said that it was being presented "in recognition of Mr. Bushell's abilities as the salesman who combined the highest professional standards of salesmanship with character, determination, civic responsibility and loyalty to customers and company."

FOR SALE Custom Built Ranch

at
West Yarmouth on Cape Cod, three miles from Hyannis. All year 'round home, 5 rooms and garage. For particulars call 668-3200 or 668-3454.

Hunters Report from North and South



MEMBERSHIP in the BIG BUCK CLUB was won by Frank Sturtevant, Jr., of Waterville when he bagged this 201 lb. buck during the hunting season.



CANADIAN GEESE bagged near Valparaiso, Indiana by Harold W. Altman of the Chicago office during the past hunting season. They weighed 18 to 20 lbs. each.

TOP OF THE NEWS

MAIN OFFICE

The Floral Steak House in Wrentham was the scene of a happy party on January 31 when 80 friends from Bird & Son gathered to congratulate Built Up Roofing Manager Bill Wright on his 25th Bird & Son anniversary. P. C. Johnson, vice president of the Building Materials Division, was master of ceremonies. Bill was presented with a Kodak Instamatic camera, a carrying case and film, and a cash gift as well.

Welcome to Kerry Raymond of Marshfield, a recent graduate of Burdett College, who has joined the Cost Accounting Department.

We extend our sincere sympathy to Mrs. Robert Lee of Purchasing on the sudden death of her mother in January.

Norman MacDonald acquired another grandchild recently when his daughter, Mrs. Lorraine Daly, became the mother of a baby boy, Christopher Michael.

Gus Sacre has just returned from a fun-filled week of golf and relaxation at Lauderdale-by-the-Sea, Fla.

Joseph Zilf of General Accounting became a father for the second time on January 12. The new member of the family, a baby girl, was named Kathy Lee.

Margaret Lowerison, who worked at the Main Office until her retirement two years ago, has now moved into one of the Norwood Housing units on Adams Street. Several other Bird & Son retirees live there, among them Julia Smith and Anna Eklund.

Best wishes to Nancy Knox who has recently transferred from the Cost Accounting Department to Data Processing.



GEORGE DAVIS, assistant foreman at Charleston, and his son proudly display one of the three deer he killed during his vacation hunting trip. This one was a 220 lb. 8 point buck.



AN EIGHT AND A NINE point buck were bagged this season by Anthony Hill of the Charleston Plant — and he has the antlers to prove it!

One hundred people gathered at the Lord Fox on January 5 to salute Credit Union Treasurer Mary Moylan on her 25th anniversary. John J. Murphy, director of personnel and industrial relations, was master of ceremonies and presented her with a gold charm, a \$100 savings bond and a purse from her many friends.

PAPER MILL

It is pleasant to see Nellie Coughlin back at the Mill Office where she is heartily welcomed. She continues her duties in Special Papers Sales but under the new organization now works out of this location instead of the Main Office.

NO. 1 BOX SHOP AND OFFICE

We express our deep sympathy to Henry Bell and his family on the death of his wife.

Our sympathy, also, to Geneva Surowiec on the death of her mother recently.

Howard White, foreman, recently returned from a three-weeks' trip to visit his daughter in California. He enjoyed the plane trip both ways but didn't like the helicopter ride from Disneyland to Los Angeles, which proved to be too bumpy. Howard also tried his luck at the gambling games at Las Vegas but found out too late that the odds were against him. He did enjoy the current show at the famous "Stardust" Club. All in all Howard enjoyed the trip very much and would like to go again some day.

Joseph Duoba and Charles Campisano have both been out of work for two weeks as the result of an auto accident in Norwood. Joe's car was smashed so badly that he now sports a new Mercury which we hope he has better luck with.

Ice fishing has been popular this winter with Joe Johnson, Charles Zabronski, Carl Cabiusis and Stanley York on the frozen lakes and ponds in the vicinity. They had



REAL COMFORT! Mr. and Mrs. Charles Musick, left, and Dr. Bennett Young took their annual hunting trip in this Shasta Camper which has all the comforts of home, away from home.

Each year Charles Musick, long distance truck driver at Shreveport, and a member of the Stag Hunting Club, enjoys his vacation near St. Joseph on one of Louisiana's finest game leases.

This year, he arranged to go in real style and comfort. Early in the fall he purchased a Shasta Camper and by hunting season, had it well stocked and ready to travel.

For the past several years, Charles has had as his hunting partner Dr. Bennett H.

Young, chief surgeon of the Shriners' Hospital in Shreveport. They spend much of their spare time raising deer hounds together and Dr. Young has reserved the spare bedroom in the Shasta for his "home-away-from-home." The above picture was made early in the deer season and shows Charles, Mrs. Musick and Dr. Young in front of their camper deep in the woods of Tensas Swamp. The first two days of the season members of the club bagged 25 deer.

some good luck before the thaw in late January spoiled the ice.

Thomas Flaherty returned last month from Galway, Ireland where he visited his sick dad and mother. He spent three weeks there and is sorry that he could not stay longer.

Many friends of Arthur Bushell attended his retirement party at the Floral Steak House on Thursday, January 26. Included were many from the Bird & Son retired list and Arthur's brothers, John Bushell and Edward Bushell and their families. At the head table with Arthur was his wife, Lee, Harold Bonnyman as master of ceremonies presented Arthur with a watch — a gift from his many friends in the company. The evening began with a fine dinner and ended with dancing. We again wish Arthur and Mrs. Bushell a long and happy retirement!

We extend sympathy to Ann Campbell whose father, James Sheprey, died last month. He was a retired Bird employee from the Floor Covering Plant.

Congratulations to Bill Murphy who on February 5 completed 50 years of service with Bird & Son! A salute to Bill and some of his recollections of 50 years ago will appear in the next issue of the Review.

NO. 2 BOX SHOP

We hope Raymond Ostrom will be back soon after a stay in the hospital.

Our sympathy to William Ford whose sister passed away recently.

With temperatures in the 60's and the Christmas Eve snowfall long since melted, Dan Hurley can only sit and look unhappily at his new Ski-Doo Snowmobile purchased last fall. Up until the January thaw, however, he and his family were having a ball spending their winter week-ends skiing over Massachusetts golf courses and state parks.

Dan says he can cruise along at 10-40 miles per hour in the fields or pull skiers or toboggans behind him. There is room in the vehicle for two and it can travel over any depth of snow or ice, or even on roads after a fresh snowfall. It is equally good on steep hills and through forests. Although some old fogies like bare ground in the winter, Dan is praying for lots of snow in February and March.

LONG SERVICE LIST

MARCH 1967

Name	Year	Depts.	Yrs.
John T. Andrews	3-7-27	Office	40
Nicholas N. Radzwill	3-28-27	Roofing	40
James J. Puchin	3-2-42	No. 2 Box Shop	30
Edwin P. W. Reudel	3-2-42	Fibre Box Sales	25
Leonard E. Curran	3-2-42	No. 1 Box Shop	25
Walter C. Hixon	3-10-42	Roofing	25
Ethel D. Duncan	3-11-42	Office	25
George P. Giorgi	3-12-42	Roofing	25
Dante Ciancarelli	3-13-42	No. 1 Box Shop	25
Milton L. Vose	3-16-42	Roofing Sales	25
Carl B. Wenstrom	3-18-37	E. W. Maint.	25
George Angus	3-5-47	E. W. Maint.	20
Dorothy V. Avanzini	3-6-52	Office	15
Helen Rafuse	3-10-52	Office	15
Herbert J. Davis	3-31-52	Engineering	15
Genevieve H. McEntee	3-15-62	Office	5

PHILLIPSDALE

Armand J. Roy	3-9-42	25
Anatone M. Paiva	3-5-52	15
Frank L. Raposa	3-26-62	5

CHICAGO

Roger H. Sumner	3-15-37	30
-----------------	---------	----

SHEREVEPORT

Oliver N. Sherburne	3-3-37	Office Manager	30
Frank S. Markham	3-24-47		20
James L. Bullock	3-7-57		10
Edward P. Hennessey	3-19-62	Salesman	5

GLENWOOD

Numan J. Smedley	3-7-47		20
------------------	--------	--	----

PERTH AMBOY

John R. Lukko	3-16-42	Chief Chemist	25
Alfonso Casolino	3-24-42		25
Alexander Levay	3-26-47		20
John Kondas	3-27-47		20
Thomas E. Downey	3-1-52	General Mgr.	15

W. J. HILL

Edward Smith	3-23-57		10
Richard M. McCarthy	3-30-62		5

Best wishes to George Mitchell who has transferred to work at the Machine Shop.

We are pleased with the face lifting going on in the Shoe Carton Department with the bright new coat of white paint.

(continued on page 6)

TOP OF THE NEWS

(continued from page 5)

NORWOOD ROOFING PLANT

A hearty welcome to Patrick Donahue who recently joined the staff of the Product Development Laboratory. Pat has retired from the U. S. Army as a Lieut. Colonel, having served many years in the Chemical Corps.

We express our sympathy to James Hanlon whose brother, George, recently died in the service of his country. George was a Sgt. 1st Class in the First Division of the United States Army.

PHILLIPSDALE PLANT

John Soderlund and his wife have just returned from a trip to Fort Lee, Va. where their son Stephen received his commission as a 2nd Lieutenant in the U. S. Army Quartermaster Corps. John was very much surprised the morning he woke up in the supposedly sunny South to see six inches of snow on the ground outside his motel window. He thought for sure he had gone north instead of south.

Our deepest sympathy to Mrs. Justynski and family on the sudden death of Clements Justynski at work last month.

Congratulations to Mr. and Mrs. Leonard Audet, Jr. on the birth of their daughter, Karen.

We extend our deepest sympathy to Vernon Stromberg and family on the loss of his mother.

Bill Kanoski, Yard foreman, took the pledge to quit smoking. His first act of defiance was to throw the old pipe into the Hydrapulper, with his buddy, Ed Vatcher, as witness. We all wish Bill luck in his fight to kick the habit.

The Phillipsdale Bowling League is still going strong with the Spitz leading and the Dachshunds close behind.

Edward Boisvert, Jr. (DPP) is still top man with an average of 115-19/57.

We have three members of the Four Hundred Bowlers Club this year: John Cyronak with 434, Henry Lourenco with 404 and Patrick Pino with 402.



JOE DYSON, son of Larry Dyson of the Charleston Plant, played last season with the St. Stephen Tigers for the Lower State Championship in South Carolina.

CHICAGO ROOFING PLANT

H. H. Heideman (Midwest District Manager) gave us the news that Laurie Beth Heideman arrived January 20, 1967. Congratulations to Mr. and Mrs. Heideman.

Betty Lutz recommends a late December vacation to Florida. She and her family enjoyed the trip so much and managed to see all they could in that week. They stayed in Tampa with relatives and, of course, visited Busch Gardens. They went to Tarpen Springs — the sponge docks were interesting. At St. Petersburg they visited the Aquarium and Wax Museum, and covered some of the countryside as well. Above all they soaked up a lot of sunshine and came back full of vim and vigor. Too, this was their first trip by plane and they're sold on it.

Helen Rhein has a new granddaughter, Donna Marie Rhein, born January 13, 1967. Congratulations to her proud grandparents and her proud parents.

Bernard (Bernie) Schatte (Electrician-Chicago Plant) reports that his son, Robert, who was graduated from Central Missouri College last May is now in Officer Training School, U. S. Army. All good wishes to Robert. He worked in production at the Chicago Plant the past two summers.

CHARLESTON PLANT

We extend our welcome to Jean Damon, wife of a retired Naval officer, who replaces Betty Ballaw as sales correspondent.

Many of the "ole timers" enjoyed the visit from Leonard Weaver. Mr. Weaver travelled on to Florida to inspect test decks.

We are very happy to hear that Sara Swain's brother, David, has recovered from a very serious illness. Sara is our assistant payroll clerk.

Thurman C. Turner, Sample Department, spent two weeks vacationing in the woods hunting squirrels and birds.

Congratulations are extended to George Davis, Maintenance Department, who was appointed Master of Masonic Lodge 275, St. James, McClellanville, S. C.

Bowling Slugfest

At the end of the third week of bowling in the second half six teams were jockeying for the first two places on the list. Teams A and FB were tied at .670 with 12 wins and 6 losses.

Four teams all held the .555 average: DF, EM, FX2 and W. J. Hill.

The next few weeks will tell the story.

Moses Bader now holds the high single record with a 147. John Amber and Paul Johnson are right behind him, each with 146. High three string leader is John Amber at 413; Ted Pierce is second at 372 and Arthur Chamberlain next at 363.

In the individual standings the three top men are all from the strong FBM team: John Amber, 109.3; Armando Croatti, 109.25 and Joseph Purpura, 108.2.



GOLDEN WEDDING ANNIVERSARY of Mr. and Mrs. Lawrence Howell. At this happy occasion last fall, the children of honored couple arranged an Open House at the family home on 6238 South Bishop St., Chicago, attended by many friends. Lawrence retired from the Chicago Roofing Plant in 1960.

Cast Is Announced For "The Sorcerer" in May

Leonard Weaver, director of the Neponset Choral Society, has announced the following selections for the principal roles in next May's Gilbert and Sullivan production, "The Sorcerer." Several new singers have been chosen, along with many whose fine performances of past years have attracted the crowds that fill Walpole High School Auditorium for three nights:

Sir Marmaduke Pointdextre — Neil Peterson of Taunton who sang the Lieutenant in last year's "Yeomen of the Guard."

Alexis, his son — Walter Borlase of Foxboro, tenor soloist in last December's concert.

Dr. Daly — Leonard Weaver, who has sung many leads in the past 15 years.

Notary — Thomas Noonan, remembered for his outstanding roles as Wilfred in the "Yeomen," Ko-Ko in "The Mikado," and the police sergeant in "The Pirates of Penzance."

John Wellington Wells, the sorcerer — Bernard Jacobs of Sharon, who appeared as Sir Joseph Porter in "H.M.S. Pinafore" several years ago.

Lady Sangazure — Del Brule, of Walpole, who is famous for her many female character roles with the Society.

Aline, her daughter, betrothed to Alexis — Louise Hall of Foxboro, whose excellent performance in "The Pirates of Penzance" is still remembered, and who has sung many other roles with equal skill.

Mrs. Partlett — Ingrid Elofson of Millis, a soloist in last December's concert.

Constance — Miriam Halsey of Norwood, who is making her first appearance with the group.

William Maguire, Coach

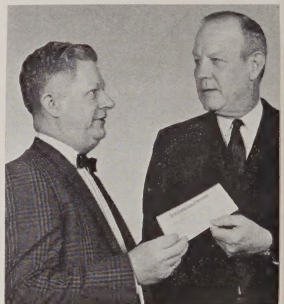
This year Mr. William Maguire of South Weymouth is coaching the show, collaborating with Hassler Einzig who will direct the performances. Mr. Maguire, a teacher in the public schools of Boston, has directed many Gilbert and Sullivan shows in the Boston area, and even one performance in Ethiopia while teaching there.

Have you noticed that it now takes four cents for you to say your two cents' worth on a penny postcard?

U. S. Savings Bonds may be purchased with your 1966 Federal income tax refund.

Individual income tax forms — 1040 and 1040A — provide a space for taxpayers to elect U. S. Savings Bonds for their income tax refunds.

When a taxpayer elects to take his refund in Series E Bonds, he builds financial security for himself and his country. Those who check the savings bond election on their tax return join millions of Americans who are investing in their country's future and their own.



FRUIT CAKE BY THE TON is represented in this check which David Nance, Jr. of the Shreveport Office is presenting to Sidney J. Crump, treasurer of the Caddo-Bossier Association for Retarded Children. David is at the left.

The check represents the money raised by the Civitan Club of Shreveport from the sale of more than three tons of fruit cake by members of the local club during the Christmas holiday season.

David has been an active member of the Civitan Club for many years and since July, 1961 has been secretary and treasurer. During this time he has received five awards from Civitan International for the work he has done "as an outstanding club secretary with a perfect record in filing reports." Just as capably as he does his work for Bird & Son, Dave has had his reports on the club's history in to the International Office on time, done neatly and efficiently.

The club's chief objective is the Caddo-Bossier Association For Retarded Children. Each year the members help with the Salvation Army Christmas Kettle Drive, sell fruit cakes and in many other ways make money for their project. This year they sold more than three tons of Claxton Fruit Cakes with all profits going to the CBARC.

Organization Changes

(continued from page 1)

turing, including the Waterville Plant.

Ralph H. Hall, Vice-President, Shoe Carton Division, with responsibility for sales and manufacturing, including the Manchester and Lewiston plants.

George J. Tooker, Vice President, Paperboard Products Division. He has responsibility for the manufacture and sale of all products made on the paperboard machines. The areas he directs include the East Walpole Paper Mill, and the George W. Dinsmoor Division.

"In making these changes," states President Jenkins, "we hope to achieve a stronger organization. One individual is now in full charge of both sales and production in each division and can quickly make top level decisions necessary for the effective and profitable operation of his division."

Recent Deaths

James Mulhern

JAMES MULHERN, 32 June Street, Walpole, died on January 8, 1967 after a long illness. He was 69 years of age.

Mr. Mulhern worked first for Bird & Son in 1923-1925, returning to No. 5 Paper Machine in October 1927 for continuous employment to his retirement at the end of March 1963. From 1935 to his retirement he was a machine tender — a skilled paper maker on our largest machine.

A solemn high mass of requiem was sung in his honor at St. Mary's Church on January 12. Surviving him are his wife, Mary, a daughter, Mrs. Maureen McDonagh of East Walpole, a brother, two sisters and five grandchildren.

John Suman

JOHN SUMAN, 78, of 15 Vincent Road, Dedham, died in Dedham on January 9 following a three-months' illness.

He had worked at No. 1 Box Shop for a great many years, starting in June 1926. After long service as a finisher here, he transferred to the janitor service at the Main Office in 1949. From this job he retired on December 31, 1955. Funeral services were held on January 14 with a requiem mass in St. Mary's Church. He is survived by a daughter, Mrs. Joanna Columbo of Dedham.

F. Ernest Dyess

F. ERNEST DYESS, retired, died December 29, 1966 in a hospital in Laurel, Mississippi. Death came at age 80 after a lengthy illness.

"Deacon," as he was affectionately known among his many friends and customers throughout his territory, was a former locomotive engineer with the Gulf, Mobile and Northern Railroad or approximately 23 years. He joined the Bird and Son, Inc., sales force October 20, 1926 and travelled the Mississippi territory until his retirement in 1953. These were his only two jobs.

In the last months of his life, ill health restricted his activities. An active,

friendly, capable and gregarious person, he was one of the best loved citizens of Ellenville, Miss. He was a deacon of the Ellenville Presbyterian Church, a Mason and a Shriner.

Deacon is remembered in the Southwestern Division by many humorous happenings during his 27 years as a salesman. Because of his many years as an engineer he was always an early riser. It made no difference who travelled with him, vice president or local sales manager, Deacon always awakened them early to "get out and after them!" He said that nothing could be started at the middle of the day and was always found in the lobby of the hotel by 5:00 A.M.

He is survived by his widow, Mrs. Aline M. Dyess of Ellenville, two sons, Robert and Mimms, both of Jackson, one daughter, Elizabeth, two sisters and three grandchildren.

Benjamin Shimsky

BENJAMIN SHIMSKY, retired from the Floor Covering Plant since 1955, died on January 23 in Norwood at the age of 78. Known always at Bird & Son as Ben Semski, he was born in Poland and had been a longtime resident of Norwood.

His first periods of work with the company were between 1916 and 1918. His continuous employment began on May 18, 1926 at the Norwood Roofing Plant. In 1940 he transferred to the Undercoat Department of the Floor Covering Plant and remained there to his retirement in December 1955.

Funeral services were held on January 26 at St. Timothy's Church. Surviving him are his wife, Mrs. Minnie Semski; two sons, Frank of Norwood and Andrew of Cape Cod; and four daughters, Mrs. Helen Grote, Mrs. Mildred Sanborn, Mrs. Jane Olejars and Mrs. Irene McDermott, all of Norwood; and eleven grandchildren. Mrs. Sanborn is secretary at the East Walpole Paper Mill Laboratory.

Clements Justynski

CLEMENTS JUSTYNSKI of 81 Gates Street, Pawtucket was fatally stricken while at work on January 8, 1967. He was an oiler and maintenance helper at the Phillipsdale plant where he had been employed for 32 years.

Mr. Justynski was born in Wilmington, Delaware and was the husband of Amelia (Kalenkiewicz) Justynski. Formerly of South Attleboro, he had lived in Pawtucket for over 30 years.

Besides his wife, he is survived by a daughter, Mrs. John Midura of South Attleboro; a son Walter of East Providence, two sisters, three brothers, 7 grandchildren and several nieces and nephews.

Contributors

The following reporters have contributed to news in this issue: Dean Craft, Louisa Graham, Marie Dmytryk, Robert Nordblom, Alfred Breen, Julia Lewis, Katherine Brady, William Ford, Edward Masalski, William Grinavic, Ruth Phelan, Robert Pearson, Lucille Sullins, T. D. Blanchard, Robert Zobel, Linda Greiger, William Grazado, Thomas Reynolds, Edward Knaus, Moses Bader, Milton Gardner, Mary Driscoll, Joseph Nevins, Barbara Sansone, Virginia O'Brien.

James Sheptycky

JAMES SHEPTYCKY, 71, died at East Walpole on January 29. For 35 years, to his retirement in 1960, he was employed at the Floor Covering Plant.

Starting on the Print Machines on July 16, 1925, he later moved to the Oil Boiling Department and there served many years as an oil tester. He retired at the end of July in 1960.

Funeral services were held on February 1 with a Mass at St. Peter's Church in Norwood. He is survived by a son and three daughters: Steven J. of Milton, Mrs. Antoinette Campbell and Mrs. Wanda Miloszewski of East Walpole and Mrs. Irene Larson of Virginia. Mrs. Campbell is employed at the No. 1 Box Shop office.

Bulb Offer Indicates Spring is on the Way

A green-colored "Bird Club Special" bulletin issued late in January when mild weather was making the grass green, reminds the members that Spring isn't far away. It's time now to order those beautiful summer-flowering bulbs.

There are collections of gladioli, begonias and dahlias — at bargain prices, the bulbs coming directly from Holland at the proper planting time.

Brochures describing the collections are available at each of the local Walpole and Norwood plant offices and at the Employment Office. Use the order blank provided on the green-colored announcement and remember the deadline — March 3, 1967.

Fourth Hospital Show Received Enthusiastically

The fourth Hospital Show of the season went off successfully on January 16 at the Lemuel Shattuck Hospital, reports Bill Grazado, co-chairman. The thirteen numbers presented that evening included dancing, singing, tumbling, and a saxophone solo.

Julia Lewis was master of ceremonies and Bill Grazado was at the piano with his orchestral group which played through the cooperation of Norwood Local 343, A.F. of M.

The Bird Club Hospital Committee members — Bill and Julia, co-chairmen,

and Louise Conti and Ruth Phelan — were surprised and delighted to run into an old Bird & Son friend, Louis Fuller. They were sorry to find him a patient at the hospital, but pleased to see him again. Louis used to work at No. 1 Box Shop and quite a few years ago did a black-face number in the Hospital Show then running. He asked to be remembered to his many Bird & Son friends.



"It's the man who was going to show the film on safety... he got his hand caught in the projector!"



WATCH OUT FOR THE OTHER GUY

Just being in the right isn't enough. Nearly half the drivers in fatal collisions are in the right. Drive defensively—as if your life depended on it. (It does.)



Published to save lives in cooperation with The Advertising Council and the National Safety Council.

When your outgo exceeds your income, your upkeep will be your downfall. Good economic lesson for individual, company, or country.

Only Two Parties Left in Winter Cribbage Season

John W. Medaille and Percy E. piers walked off with top Cribbage honors at the January party, and John Medaille also took one of the door prizes. The other door prize was won by Ames Manninen.

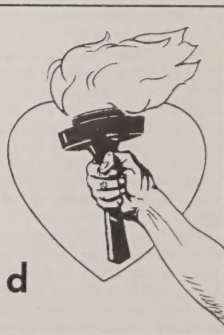
Six free tickets for the next party on February 13 were given out because four cores were tied for second prize and two people tied for the low score: Second lace ticket winners were Donald Brennan, Tappy Venterosa, Adolph Krusas and Gilbert Johnson. The two who tied for low score were Oscar Nelson and Ralph Watson.

Only two more parties are scheduled this season — one on February 13 and the last on March 13. Cribbage fans take note. Chairman Ted Knaus hopes for a good attendance each remaining night.

Fight them all

Heart Attack
Stroke
High Blood Pressure
Rheumatic Fever

Give Heart Fund





William Wright



Mary Moylan



Edward Shaughnessy



John Dorsheimer

We Salute Six at Their Quarter Century Mark

Only a few men in Bird & Son are privileged to look back on as many outstanding engineering contributions in 25 years as WILLIAM R. (BILL) WRIGHT. From January 2, 1942, when he first joined the company, he either directed or had much to do with major improvements in every Bird & Son roofing plant.

Under his direction the Charleston Plant was designed and built in the 1950's; and, again under his direction, some of the machinery at the Perth Amboy Plant was redesigned and a new roofing machine was built in 1963. Many improvements were also made under his direction at the Norwood, Chicago and Shreveport plants.

From 1946 to 1961 Bill was superintendent of the Norwood Roofing Plant. The next three years he served as chief production engineer for the Building Materials Division and staff engineer in the company-wide Engineering Department. Since the retirement of Edward Lincoln in July 1964, he has been Built-Up Roofing Manager in the Building Materials Division.

Bill Wright graduated from Rensselaer Polytechnic Institute and had 10 years of plant and engineering experience in the roofing industry prior to joining Bird & Son.

Helen and Bill Wright live at 45 Cedar Lane, Westwood and have a summer home in Manomet. But Bill's real interest in the good-weather months is his boat moored at Cohasset in which he loves to cruise the waters of Massachusetts Bay or Nantucket Sound. He's an expert navigator. Roy Walton, who has made many excursions with him, claims he could chart the course of any ship from Boston to China if he had to.

In his home town of Westwood Bill serves on the Building Code Committee. The Wright's son, Bill, Jr. is married and lives in Marblehead.

One red letter day has followed another for MARY MOYLAN in 1966 and 1967. First, she became treasurer of the Neponset Credit Union last July. Then came her 25th Bird & Son anniversary on January 5 with a big party attended by over a hundred. And then came something she would just as soon forget — a slip in her driveway and a broken ankle!

With her foot in a cast, Mary can still smile and carry out her treasurer's duties at the Credit Union where she has worked from the day she arrived in 1942. In addition to her Credit Union work, she was in charge of processing

Group Insurance claims from 1947 to 1966. She became assistant treasurer and clerk of the Credit Union in 1962.

Mary keeps busy in Bird Club activities, too. She has been on the Council for many years, was president from 1960 to 1964, and has been assistant treasurer since 1959. Want a ticket to some Bird Club special activity? See Mary Moylan.

Her interest in people extends outside the company to volunteer work in the Veterans Hospital Volunteer Service Program. Several years ago she received a Certificate of Devotion in recognition of 1000 hours of volunteer work!

Mary makes her home with her mother and her brother, Jim, at 28 Hemlock Street, East Walpole. Jim works in the Bird & Son Engineering Department. Their father, John, who died in 1950, was 28 years at the East Walpole Paper Mill before his retirement in 1945.

EDWARD SHAUGHNESSY, who just celebrated his 25th anniversary on January 6th, says his most exciting day occurred shortly before he joined Bird & Son. He was at that time working with his father who was a mover.

One day they accepted the job of moving a piano, finding to their dismay that the final destination was a third-floor apartment reached only by narrow stairs. So they removed a window, rigged up ropes and started to haul the heavy piano up the outside of the building. Just as the piano reached the window ledge, the ropes failed and down it crashed! The expressions on the faces of the owners AND the movers he'll never forget! The damage was covered by insurance, of course, and luckily no one was hurt.

Ed's first boss at Bird & Son was Percy Mudgett at the Stock Handling Department where in those days they moved many of the waste paper bales by hand truck. In 1943 he transferred to the Stock Transfer Department, under Jack Curran, and here he has stayed, now working as a checker, tractor and crane operator.

Ed and his wife, Ann, have two daughters, Sue Ann, secretary for Stone and Webster in Boston, and Diane, a junior in the Sharon High School. Keeping up the home at 9 Woodland Street, Sharon, has kept Ed as busy as he wants to be after working hours, but he does have a strong interest in the sports events sponsored by the East Walpole Athletic Club — their golf tournament in the summer and the hockey team which they follow in winter.

From engineer's helper to water tender — that's the route JOHN DORSHEIMER has traveled at Bird & Son in the last 25 years. All of his advancement has been in the Power Steam Department where he started under Marshall Grant in the Turbine Room on January 28, 1942.

He was a first class seaman in the U.S. Coast Guard during World War II spending six months in the Pacific area on crash boats and landing craft. Shortly after returning to civilian life he began to study, eventually acquiring the firemen's licenses which enabled him to move into the Boiler Room. He advanced to the rating of water tender in 1950. John was in the department at the time of the construction of the big new boiler house in 1950 and has vivid recollections of the day the new 650 lb. Riley boiler was put in operation.

Besides John and his wife, Evelyn, there are six children in the Dorsheimer family. Rita works at the Union Carbide Co. in Needham, John, Jr. is a sheet metal worker, Diane is in high school where she enjoys playing basketball, David and James are in grade school and Lisa is a pre-schooler, still at home. Hunting, fishing, and working with his boys on old cars occupy John's free time. The Dorsheimers live at 73 Commonwealth Avenue, Dedham.



Enrico Rinaldi



Francis Flaherty

Two Norwood Roofing men started within a few days of each other, 25 years ago, under the same boss, Charlie Seavey, who is still kindly remembered by many old timers in the plant. ENRICO RINALDI began on January 28, 1942 as a wrapper man on No. 6 Machine. Two days later FRANCIS C. FLAHERTY started as a finisher in the Finishing Department.

Enrico's progress through the years finally brought him to the job of leader in the Refinishing Department, a post he has held for 15 years. During World War II he was on military leave from February of 1943 to March of 1946 as an aviation radioman, 3C, in the Navy.

The Rinaldis have four children. At home, besides Enrico and his wife, Mary, are Anthony, a senior in Dedham High School; Michael, a sophomore; Donna in Junior High School; and John in the second grade at Ames School.

Bringing up this lively family has kept Dad well occupied most of the time, but he manages to find time for some woodworking, which he enjoys, and for taking in some baseball and hockey games. He was for several years the manager of the Hawks Little League baseball team and he served a term as treasurer of the P.T.A. of the Ames School.

Francis Flaherty started in the Finishing Department. Through the years has worked as a guard, a production worker on No. 9 Roofing Machine, and finally a Boiler Room worker where he has been a first class fireman since 1958.

Francis and Mary Flaherty live at 3 Tremont Street, Norwood with the four children. Maureen is a dental technician in Norwood, Mark is in Junior High School, Jerry in the first grade at Balch School and the youngest, Dennis is still at home. Francis served as a sergeant with the Infantry in World War II. He was in both the northern France and southern France campaigns and is Purple Heart recipient. He returned to civilian life and his Bird & Son job in May 1946.

His sports interests are camping, bowling and hockey, the latter as a spectator at school and professional games. He is a member of the Campers' Association of Walpole and is one of the good bowlers in the Bird Club League.

Golden Wedding Day for Mr. & Mrs. John Pechulis

Another Golden Wedding Anniversary for another fine Bird & Son couple! This makes the fourth reported in the last two months. (See Chicago news for No. 3.)

On January 28 Mr. and Mrs. John Pechulis were honored with a dinner given by their children, Mrs. Adolph Kelly of Whitman, Mrs. Edward Lamperti of Walpole, and Mr. Algrid Pechulis of Brockton.

More than 125 friends and relatives from surrounding towns attended the dinner held at the Lithuanian Hall in Norwood. Some guests travelled from as far as Athol, Mass. and the State of Connecticut.

John and Antonina Pechulis were both born in Lithuania. They have made their residence at 24 Congress Street, Walpole since 1924. John was a machinist at the East Walpole Maintenance Department for almost 31 years until his retirement in December 1956.

"Asked for a definition of sportsmanship, a British polo star answered, 'Win as if you were used to it, Lose as if you enjoyed it for a change.'"

Lawrence and Sylvia Martin



The BIRD REVIEW

Volume 55 No. 3

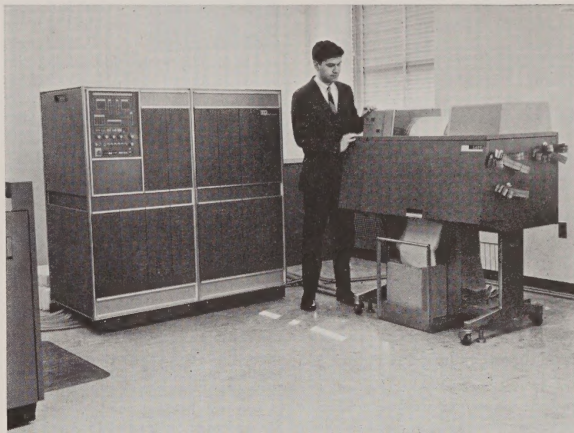
Published for Bird & Son, inc. employees and their families

March 1967

Bird Executives Receive Instructions in E. D. P. Concepts

School days returned for some thirty Bird & Son executives and department heads at East Walpole during January and February. The class room was the Display Room at the Main Office; the subject, Computer Concepts. Organized by Controller William J. Smith, this course has provided managers and department heads the basic information needed to make full use of the new I.B.M. facilities now operating on the top floor of the Main Office.

As described in another column of this issue, the 1401 Computer system has recently been expanded to prepare a wide variety of production and sales information very quickly. More timely reports are now reaching our managers to assist them in making decisions. The computer concepts course, taught by professional instructors from International Business Machines, has given key managers the general information about the computer and its capabilities
(continued on page 2)



BIRD & SON COMPUTER CAPABILITIES have been greatly expanded by a larger 1401 unit shown here just to the left of David Russetti. Cables on the floor lead to a third section which helps increase storage capacity to six million characters. David is watching an accounting report being processed at the printer.

Computer Enlarged, Disc Drives Added

In the catalog they are labeled disc drives. But already in the Data Processing Department they have been dubbed "the juke boxes", for that is what they resemble. These three new disc drive units will soon be playing a happy tune for Data Processing Manager William Doyle, and his crew.

They will be used in conjunction with another new machine, a larger 1401 Computer which has four times the capacity of our former equipment for memory storage. Within this new computer can now be stored 16,000 digits or letters which process the material fed into it.

The "juke box" disc drives are used to give immediate access to a prodigious amount of temporarily stored information and produce it very fast. They work like this:

Like Phonograph Records

Each of the three drives can either write (record) or read from disc packs. The packs look very much like a stack of phonograph records attached to a center spindle. After a disc pack is placed in the disc drive, five horizontal access arms, each with two "needles" on the ends, read from or write on the spinning discs. They write information which has been processed in the computer, or on command they read the recorded information.

This information is picked up from the under surface of the disc above each access arm and the top surface of the disc below. The top surface of the topmost disc and the underside of the lowest disc are not used, but are covered by protective plates. Thus, the six discs in a pack have 10 playing surfaces which will accommodate a total of 2,000,000 characters. A character is a digit or a letter or a space — and each of these has a significant meaning in data processing. As there are three disc drives, three packs can be run at once, making a total of 6,000,000 characters available for any one operation.

Such flexibility will be used frequently and effectively in processing Accounts Receivable (amounts owed to Bird & Son), and Accounts Payable (bills the company owes to others), and other large jobs such as Building Materials Sales Reports which have very large files.

Before the recent installation the memory storage of the Bird & Son sys-

(continued on page 6)

Bill Murphy Reminisces



FIFTY YEARS ON THE JOB. Bill Murphy, a very youthful 65, chuckles as he recounts some of his early experiences to President Jenkins and other company officials gathered to honor him last month.

The horse and team days of 50 years ago are vivid memories for Bill Murphy whose 50th anniversary with the company was celebrated last month. We asked Bill, who is foreman of the Shipping Department at No. 1 Box Shop, to tell us some of the highlights of his half century with Bird & Son:

"When I began as a part time messenger after school back in 1917 there was a barber shop in the middle of the ground floor of the present hospital building at East Walpole, trolleys ran from Dedham line to East Walpole and we had frequent train service to Boston. About the most popular train was the quarter to one train in the afternoon, especially on Saturdays. But the morning and evening trains were well patronized by people working in Boston. The post office was in the Bird Hall building where Mr. Jenks' insurance office and the Silver Urn are located now. At the far corner of the same building near the railroad was Bartlett's Grocery Store, operated by the father of Nelson Bartlett, now retired from the Roofing Plant.

"As messenger one of my duties was that of private messenger boy to the elder Mr. Charles Sumner Bird, then
(continued on page 6)



The BIRD REVIEW

Vol. 55 No. 3

March 1967



Published for the employees of Bird & Son, inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of
Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

HAVE YOU A NAME TO SUGGEST?

Bird & Son is seeking college graduates this year for sales training and accounting and engineering assignments. The engineers should preferably have a bachelor's degree in chemical or mechanical engineering. These are all excellent opportunities for men starting their business careers.

You can help the company in its search for men by recommending Bird & Son as an employer to your friends now in college. Urge them to register with us. Or, if you wish, fill out the coupon on this page and send it to the Employment Manager at the Main Office in East Walpole, or to your nearest branch office.

Each interested applicant will be given the opportunity for an interview and full consideration for any position for which he qualifies by education or experience.

Bird & Son, inc. Employment Office
East Walpole, Mass.

I suggest the following students who may be interested in employment with Bird & Son. You may write them, using my name:

Name of Student	Class Yr.
College Address	
College	Major
Name of Student	Class Yr.
College Address	
College	Major
Signed	Dept. Date

Retirement Day Arrives For Gustav Staller

Clearwater, Florida is where you will find GUSTAV STALLER now. Retired at the end of February from 24 years of



work at the Norwood Roofing Plant, Gus and his wife, Edna, headed straight for Clearwater where he has established a year 'round home.

Gus had been employed by the A. & P. Food stores and in foundry work before joining Bird & Son in August 1942. He also had his own bakery business for many years after moving to this country from Germany many years ago. During most of his time here he worked on No. 6 and No. 7 Roofing Machines at the Norwood Plant. Since 1960 he has worked in the Asphalt Blowing Department.

The Staller's have already sold their Holliston home. "There's nothing to keep us here now," says Gus. "Our son, Gustav, Jr., is living and working in Phoenix, Arizona; our daughter, Mrs. Dolores Anderson, lives in California; and Kurt, the youngest, is at Cannon Air Force Base in New Mexico. So we are heading for Florida, our second home. Perhaps later we'll do a little traveling." If you are heading south, you'll find Mr. and Mrs. Staller at 225 South Lin-



DAILY CHORES for this crippled child include taking care of his pet lamb. He learned to walk with crutches and braces at an Easter Seal center. Some 250,000 other handicapped children and adults received Easter Seal services last year.

coln Avenue in Clearwater. A former Bird & Son employee whom they always visit each year in that city is Isabel MacLeod, plant nurse until she moved to Florida in 1954.

I. B. M. Instruction

(continued from page 1)

which they need to use the computer reports effectively. Such subjects as stored programming, data flow, coding problems, magnetic tapes, discs, forecasting, information retrieval, cost estimating and scheduling were all covered in the nine-week course.

The computer can accurately sort out a tremendous amount of factual information at a very high rate of speed. It can assist management in scheduling equipment, projecting sales data, and assist in many ways in helping choose quickly the best course of action from

among many possibilities. In the nine weeks the Bird & Son managers have learned much about the ways in which the computer can be useful to them and how to relate its work to their particular problems.

The study group was divided into two sections. One met from 8:00 A.M. to 12:00 Noon; the other from 1:00 P.M. to 5:00 P.M. All classes were conducted at the Main Office, except one, held at the I.B.M. school in Boston to observe the very latest system, called 360.



EXECUTIVES AND DEPARTMENT HEADS received instruction in the latest techniques in Data Processing in January and February. In this Monday morning class are: Rear tables: Charles Campbell, Herbert Church, Wylie MacIvor, Hugh McLean, Donald Frazier (hidden) and J.V. O'Sullivan. At front table: David Carreau, Lawrence Lindblom, Frank Vietze, Bruce Woodland and Harlan Heere.



EXPOUNDING the tremendous capabilities of the company's new Computer is Stanley Berlin, instructor from the Boston office of International Business Machines.

Two at Phillipsdale One at East Walpole Reach Quarter Century



Richard Ferris



Joseph Tremblay

This month Phillipsdale salutes the first two of 18 employees who will complete 25 years' service before the year ends.

The Board Mill was just being built when RICHARD J. FERRIS started on February 2, 1942. He helped with many of the jobs that go along with the starting of a new plant. Later he became a regular worker in this Mill and for nine years was a Board machine tender.

In 1962 he bid into the pumpman's job at the Boiler Room where he has since worked.

Woodworking, making cabinets and furniture, is Dick's favorite hobby. He also enjoys salt water fishing and boating when time permits.

He and his wife, Mary, live at 851 Main Road, Tiverton. Leona, the older of their two daughters is studying at St. Luke's Hospital School of Nursing in New Bedford; Rita, the younger, is a junior at Sacred Heart Academy in Fall River. Dick recalls the long trek from Tiverton when he first began work here. Now, with the new highways, the distance is covered easily in 25 to 30 minutes.

JOSEPH A. TREMBLAY began his career at Phillipsdale only a few days after Dick Ferris, on February 10, 1942. He worked at various jobs and finally transferred to the Finishing Department of the Board Mill where he has been a finisher since April 1942.

During his school days in Canada, and for a time afterwards, Joe was a star hockey player. He still skates for pleasure and follows all the games. Not only does

he like all outdoor activities, but he is good at pool and billiards.

Joe and his wife, Cecelia live at 229 Juniper Street, East Providence. Three of their six children are still at home: Jean, who studied nursing, has applied for an air stewardess' job; Debra is still in school; Donald served in the Air Force at Okinawa and is now at Bryant College studying law enforcement. While in Okinawa he received the Black Belt in Karate.

The Tremblays married children are a son, Jerry, formerly of the Air Force, now living in California; Claudette of Pawtucket; and Carol of East Providence.

Since October 1957 DONALD FALCONER has been in the East Walpole Maintenance Department, but when he started, 25 years ago on February 13, 1942, he was on the Paper Machines. Here he worked up to become a back tender. Since 1964 he has been an oiler.

When off the job, he follows the sports, especially football and hockey. Right now he has a special interest in high school sports as his son, Robert, plays hockey for Walpole High School. Donald is also interested in trotting horses, having a brother-in-law who owns horses.

Donald and his wife, Edna, have five children and two grandchildren. Both daughters, Janice and Judith, are married. Son Donald is with the U.S. Air Force in Viet Nam; Allen works at Walpole High School; and Robert is a student there.

GOLDEN PASSPORTS

March is the month that the U.S. Government's \$7 Golden Eagle Passports go on sale for 1967, valid from April 1, 1967 through March 31, 1968.

These golden plastic passports will admit the car owner and everyone in his car to any or all of the many Federal recreation areas that have entrance fees. They are now on sale at entrance points to Federal recreation areas, numerous Government offices and at many offices of the American Automobile Association.

The passport is good for the entire camping season at any or all designated areas and covers the usual park or area admission fee. It does not cover charges for cabins, guides, firewood, locker rooms and similar facilities where a fee may be charged.

There are also short-term fees available: \$1.00 per day for the user and all in his private car with him; \$3.00 to \$5.00 for short periods, not to exceed six months. These may be useful if you plan a week end trip — or a short trip to one or two park locations.

FOR SALE

Second hand trumpet and case, in good condition. \$70.00. Contact Thomas Cassidy — 769-1894.

Jarlis and Russetti Promoted in I. B. M. Dept.



John Jarlis



David Russetti

In February, Controller William J. Smith announced two appointments in the Data Processing Department. John Jarlis was named assistant manager in charge of Data Processing; and David Russetti was made supervisor of Computer Operations.

Mr. Jarlis, who has been supervisor since July 1965, joined the messenger service of Bird & Son in November 1960, after graduation from Walpole High School. He next worked for a time in the Storeroom of the Main Office, transferring to Data Processing in April 1962. In his new duties he is responsible for operations and program maintenance and reports directly to Manager William A. Doyle.

Building on individual courses of study taken in earlier years, John Jarlis is now attending the Evening Division of Northeastern University studying for his associate degree in Data Processing.

He and Mrs. Jarlis, the former Susan Leland, who once worked in Building Materials Sales, live at 53 Harold Street, Sharon. They have a two year old son, John Edward.

David J. Russetti is also a native of Walpole, joining Bird & Son in April 1961 for his first job as a messenger at the Mill Office in East Walpole. A year later he, like John Jarlis, also worked in the Main Office Storeroom, transferring in July 1965 to Data Processing. Here he has been training as a Computer operator and programmer.

He is single and lives with his parents at 72 Alice Ave., Walpole.



TOP OF THE NEWS

MAIN OFFICE

Things are on the move at the Main Office these days, quite literally. The Data Processing Department is expanding, so — First, the Engineering Department moved from the top floor to the main floor area which has been mostly vacant since Floor Covering Sales moved out in 1963. The Credit Department moved to the top floor area which had been occupied by Engineering. And Data Processing is expanding into the old Credit Department quarters.

Welcome to several new employees at the Main Office, including Mrs. Frances Kadesh in Billing and Paul Pinsonnault and Deborah Williams in Accounting. Frances comes from Sharon, Paul from Attleboro and Deborah from Wrentham.

Larry Lindblom was involved in an unfortunate accident involving several cars, while he was on his way to a meeting at Hotel 128. This laid him low several days, and then the flu bug caught him. It is good to see him back on the job again.

NO. 1 BOX SHOP AND OFFICE

Wednesday, February 8 was Bill Murphy Day at No. 1 Box Shop. The occasion was his FIFTIETH ANNIVERSARY at Bird & Son (actual date, Sunday February 5). His many friends gave him a portable television with the presentation being made by Vice President Harold Bonnyman. A lovely bouquet (continued on page 4)



FRANCES CLEVELAND, switchboard operator at the Charleston Office, was recently commended by Southern Bell Telephone representatives for her performance as an operator.



"Is this old Miss Grey you've been raising about?"

MARCH IS
RED CROSS
MONTH
help us help



Gertrude Salter, the sweetheart of the Southwestern Division has joined the rocking chair club and plans to take things easy from now on. She left for retirement last month.

Gertie started work for Bird & Son April 3, 1944 in the Mail Room and has kept things rolling for the past 23 years.

During the afternoon coffee break on her final day, Gertie was presented a cake and a gift in a very beautifully worded speech made by Office Manager O. N. Sherburne, followed by some very nice remarks by General Manager Fred H. May.

Miss Salter plans a long rest and then hopefully a visit with relatives in Texas. She also plans to keep busy and occupied in her church work.

She is pictured here with Mr. May, left, and Mr. Sherburne right, her cake, her money corsage and a beautiful floral arrangement received early in the day from Mrs. Daisy Hanley, sister of Grace Fuller of the Shreveport office, and close friend of Gertie.



"Know anyone that wants to buy a good pair of skis?"



NOW AT CRAIG Air Force Base, Selma, Ala. is former Charleston employee Reggie Swain. He was recently visited by his sister, Sara, of the Charleston Payroll Department. Reggie was first in his pilot training class to solo.



SNOW AND MORE SNOW has buried Chicago this winter. Here at the Bird & Son Roofing Plant, surveying the snow piles and the icicles are, left, Sales Manager T.F. Reimann and General Manager R.H. Emerson.



At the right, Office Manager Robert MacLeod and Foreman Roger Sumner.

Fame of Hospital Show Brings Invitation to Devens to Entertain Vets.

Another excellent performance of the Bird Club Hospital Show on February 14 at the Wrentham State School carried on the good name and the good works of this devoted group.

Word gets 'round, and as a result, the group has been invited to go to Camp Devens to entertain wounded men recently back from Viet Nam. This will probably be scheduled in April.

Julia Lewis again acted as master of ceremonies on February 14, subbing for Jerry Norton who usually introduces the acts. She was pleased to present an addition to the group, the Swinging Muchachos, a Tijuana Brass Band group of seven talented youngsters from Foxboro.

The next show will be at the Cushing General Hospital in Framingham on March 14.

Bird Club Team Third In Fast Business League

After six matches in the second half of the Norwood Business Men's League, the Bird Club team was one point behind the two top teams which were tied for first position. Captain Ted Pierce reports that his men are really beginning to roll this winter. If they keep up their present head of steam, they could finish right near the top in this first season of play.

The Norwood League is made up of the strongest bowlers in the area, many of whom are T.V. boys, bowling regularly in the weekly televised games. So our men feel especially proud of their mid-season achievements.

Ted Pierce's seven man, Bird Club champion roster includes, besides himself: Francis Flaherty, Everett Pyne, Arthur Chamberlain, Joseph Purpura, John Amber and Armando Croatti. There are still about 10 weeks of the second half left. Keep rooting for these top bowlers! You can see them in action every Monday night at the Norwood Sports Center.

TOP OF THE NEWS

(continued from page 3)

quet of flowers was sent to Mrs. Murphy. Coffee and cake were served during the afternoon to friends who stopped by to congratulate Bill.

We express our deep sympathy to Louise Conti on the recent death of her father.

NO. 2 BOX SHOP

We hope those who are on the sick list at this writing will be back to work soon: Roger Sylvestre, James DeGaut and Joseph Ralkavich.

Retiree August Petrova paid us a visit recently, and is looking very happy and healthy in his retirement.

We are sorry to hear about Warren Kingman's trip to the hospital. Warren works at the Box Shop office. We hope his stay in the hospital and his convalescence will both be short.

We extend sympathy to Roger Sylvestre whose mother passed away recently.

PHILLIPSDALE PLANT

Two proud Phillipsdale fathers had pleasant duties to perform on Saturday, February 4 as heads of the family in wedding ceremonies.

At 9 A.M. in Our Lady of Loreto Church, East Providence, Charles Hoard looked on happily as his son took Miss Shirley Jean Prisco as his bride. Mr. and Mrs. Peter R. Hoard are now living in East Providence, following a honeymoon in the Caribbean.

An hour later at St. Martha's Church, East Providence, John A. Cyronak escorted his daughter, Katherine Marie, to the altar.

to give her in marriage to Joseph John Bartkiewicz of Pawtucket. The couple are living in Cumberland, after a wedding trip to Jamaica.

Our deepest sympathy to George Traubucco on the recent death of his father.

Ever wonder what becomes of that suggestion award money? Here's the report from Phillipsdale:

John Raposa's special award added many dollars to his bank account.

Russell Mollerberg's Third Prize award is going to be spent — perhaps has been by this time — on a go-cart.

Plans are already started for a special Golf Tournament to be held on April 30. Anyone interested should contact Bill Kanoski or Bill Rebello.

NORWOOD ROOFING PLANT

We are glad to see Roy Walton back to work after being on the sick list and in the hospital.

Best wishes to Jim Mack who at this writing is in the hospital. We hope he will be back on the job soon.

SHREVEPORT PLANT

Vivian Wilson had as visitors from Monroe, Louisiana, recently her son, Tommy, his wife, their eight year old daughter, Lori, and month old daughter Melinda.

Gary Eddy, son of Anne Eddy, was home about a week after finishing his exams at Louisiana Tech in Ruston. His average for the fall term was excellent and he was honored by being named Cadet of the Month in the R. O. T. C.

(continued on page 5)



CREAM OF THE CROP. The Bird Club's best bowlers are bowling in the fast Norwood Business Men's League this season. Captain Ted Pierce, center, gives us his profile so that we can see the Bird Club emblem on the back of the sporty bowling shirts. The picture does not show it well, but each man's nickname appears on the pocket, and his last name on his left shoulder. Left to right: Arthur Chamberlain, Armando Croatti, John Amber, Capt. Pierce, Joseph Purpura, Francis Flaherty, Everett Pyne.



COON WILL BE THE TIME for good striped bass fishing again. Just to whet your appetite or the coming season in R.I. and Cape Cod waters, here's the 47 lb. striper that Leonard Audet, Jr. of Phillipsdale caught last August at Green Hill, Charlestown, R.I.

LONG SERVICE LIST

Name	Year	Dept.	Yrs.
APRIL			
ndolph DeMichele	4-4-27	Roofing	40
ohn Grudniskas	4-7-42	Roofing	25
occo V. Phillips	4-7-42	Roofing	25
arold Corbett	4-9-42	Roofing	25
lbert P. Serani	4-13-42	Roofing	25
ranks J. Herman	4-24-42	Roofing	25
ames J. Murray	4-28-42	Roofing	25
ader Kalliel, Jr.	4-30-42	No. 2 Box Shop	25
ohn C. Gnecco, Jr.	4-30-42	Roofing	25
atherine F. Niden	4-22-47	E. W. Maint. Office	20
ouglas J. Marvel	4-1-52	Roofing Slisman	15
William J. Wenzel	4-8-52	Roofing	15
ohn Survila	4-11-52	Roofing	15
ohn A. Pesta	4-14-52	Roofing	15
Anthony F. Smith	4-14-52	Roofing	15
tanley A. Stepanski	4-21-52	Paper Mill	15
eger Jans	4-25-52	No. 1 Box Shop	15
ohn A. Hixon	4-10-57	Roofing Slisman	10
oris Reardon	4-15-57	Office	10
Henry S. Stowers	4-23-62	Office	5
MANCHESTER			
atrice Tyrrell	4-30-62		5
LEWISTON			
imo Parker	4-4-57		10
PHILLIPSDALE			
ohn C. Soderlund	4-27-37		30
ionel A. LaGrandeur	4-28-52		15
oward V. Hadfield	4-1-57		10
Joseph P. Hammond	4-3-57		10
eter W. Hall	4-17-62		5
CHICAGO			
oland Abraham	4-10-47		20
CHICAGO FELT MILL			
Antonio C. Velasquez	4-21-52		15
ose Valle	4-22-52		15
adam J. Chase	4-16-62		5
SHREVEPORT			
arvey B. Beauchamp	4-15-37	Salesman	30
arion O. Madden	4-12-52		15
hannie B. McShan	4-3-52		15
orraine Williams	4-15-57		10
GLENWOOD			
ohn H. Miles	4-5-52		15
PERTH AMBOY			
Robert Fisher	4-30-47		20
ita M. Fedor	4-30-62		5
ohn J. Kacmarsky	4-30-62		5
oberta A. Stevenson	4-30-62		5
W. J. HILL			
Richard A. Walker	4-4-62		5
Imund Giannetti	4-9-62		5
onald J. McCarthy	4-27-62		5

A big worry always drives out a smaller one. No one on a sinking ship has ever been reported sick.

Harry Golden

Recent Deaths

Michael Kozloski

MICHAEL KOZLOSKE, 15 Northview Road, Norwood, died on January 31. He would have been 73 years old on February 24.

A beater helper and a cleaner at the East Walpole Paper Mill before his retirement, he worked for 37 years at the Beater and Stock Handling Departments. He joined the company in July 1922 and retired January 31, 1959.

He was a native of Poland, was single and lived in Norwood for many years. There were no close relatives. Funeral services were held at St. Peter's Church, Norwood on February 4.

John Blazonis

JOHN BLAZONIS, 84, died on February 3 at his home at 129 Pleasant Street, East Walpole. Like Mr. Kozloski, he had worked many years in the Beater Room at the Paper Mill, starting in August 1907 and retiring in December 1949.

A requiem high mass was sung in his honor at St. Mary's Church, East Walpole on February 6. He is survived by three daughters; Mary Blazonis with whom he lived in East Walpole; Mrs. Sophia Sullivan of Sandwich, N.H. and Alice Blazonis of Boston. Miss Mary Blazonis has been employed for many years at the Main Office.

Romolo Conti

ROMOLO CONTI, who retired from the Floor Covering Plant in 1952, died of a heart attack on February 9 en route to Norwood Hospital. A resident of Nor-

wood for many years, most recently at 60 Winslow Ave., he was in his 77th year.

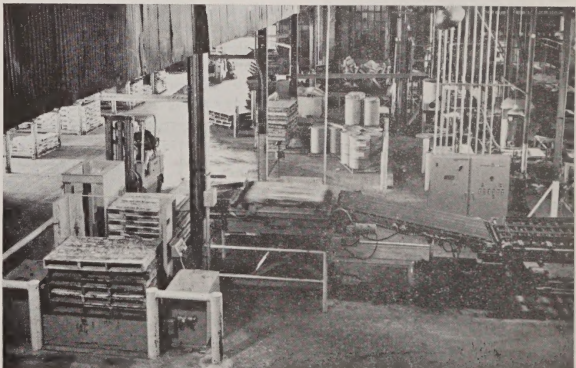
His Bird & Son employment started in December 1919 at the Paper Mill. He later was at the Roofing Mill, and from 1923 to his retirement in March 1952, at the Floor Covering Plant.

He is survived by four children: Louise Conti of Norwood, who is employed at No. 1 Box Shop; Mrs. Mary Cochiara and Joseph, both of Norwood; and Angelo of Maryland; and nine grandchildren. Funeral services were held on February 13 with a requiem mass at St. Catherine's Church.

New Equipment at Shreveport



TWELVE NEW SILOS were recently added at Shreveport, giving additional storage for handling the many colors of granules used in producing Bird products. Constructed of 48" pipe, these silos (the twelve nearest the camera) were erected by the Shreveport Maintenance Department. They have a capacity of 32 tons each for storing colors used in small quantities. Now the larger tanks can be used to better advantage in storing the faster moving granules.



PALLETIZER FOR SHREVEPORT. This new unit went into operation at the first of the year. Masterbilt Shingles, Wind Seal Shingles and Architect Mark 25 Shingles are now automatically wrapped and palletized at Shreveport.

TOP OF THE NEWS

(continued from page 4)

CHARLESTON PLANT

Mamie Powell had a grease fire in her new home which caused extensive smoke damage.

A. K. Powers' daughter was hospitalized for a few days. We are glad to hear she is home and doing fine.

Our Girls' Bowling Team is doing well but there is still room for improvement. Come on girls, let's get in first place!

Joe Gilbreath was missed by all while he was out sick with a virus.

Barbara Roberts was hostess of a Tupperware Party and quite a few girls from FK were present.

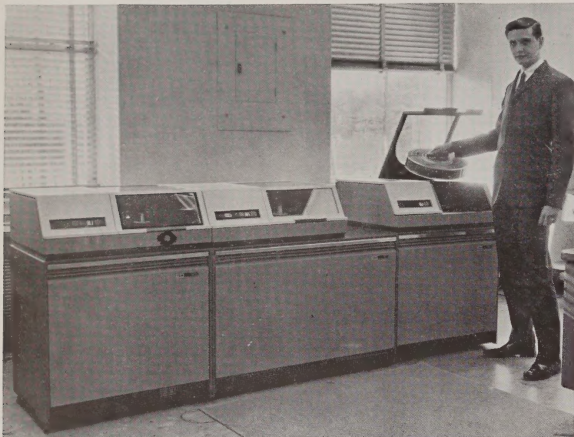
We are happy to hear that Jo Ann Brown's sister, Pat, is home after two weeks in the hospital.

Can you imagine anyone taking a whole weekend to paint the front door of a house? Linda Lee did!

We will all miss Eddie Hammond, FKW; Ray Sharp, FKPM; Wallace Mullins, FKV; and Meredith Zeigler, FKPM, who will be leaving to serve for six months on active duty with the military services.

Contributors

Reporters contributing to this issue include: R. D. Adams, R. N. Potter, Leon Taylor, Lucy Sullins, Ora Miller, William Rebello, Dean Craft, Doris Reardon, James Barnes, Robert Pearson, Alfred Breen, Ruth Makarian, Catherine Brady, William Ford, William Grinavic, Mary Driscoll, Robert Zobel, Theodore Pierce.



DISC DRIVES, three of them, now in service at the Data Processing Department. Disc packs, like the one being placed in the machine by John Jarlis, can receive a tremendous quantity of temporary information and feed it back to the computer with great speed.

Data Processing Equipment

(continued from page 1)

tem was limited to 4,000 characters. The rest of the information was on punched cards, which had to be read into the machine each time before the processing of any job could start.

Now the capacity has increased tremendously so that other applications of data processing can be introduced. The process of putting a new program into the computer works like this:

First Mr. Doyle, or one of his assistants on systems, designs the job and sets up a flow chart which shows exactly how the job is to be done. Programmers then take the flow chart and from it block out a program, that is, set up a step by step process, moving logically from one point to the next. Next the programmers prepare coding sheets on which they enter letters and figures. These sheets tell the key punch operators what information to punch out on the punch cards. Each punched hole represents a letter or number which is actually an instruction. As many as 300 to 500 punched cards are sometimes necessary to cover the instructions for a single program.

Preparing to Run

The punched cards (called the source program cards) are placed in the reading section of the 1401 Computer. Here an intricate device called an assembler converts the punched information into machine language and creates another set of punched cards known as the object deck. These are the cards which give the computer its full instructions. Now the job is ready to run.

The object deck of cards is placed in the 1401 reader which feeds into the computer every detailed step of the job. The instruction on the last punched card directs the computer to start processing the data.

At once the computer calls for the appropriate memory sections either within itself or on several of the revolving platters in the disc drive. These are combined with new information from other punched cards in the reader unit. In less time than it takes to read

this column, intricate computations are completed and translated into lines of facts and figures, which are printed on sheets traveling through the printer unit of the equipment. The final result may be a 10-page report. Or instead of report sheets, a week's payroll processed, all complete with pay checks and stubs printed in detail for 1200 individuals.

Once the job is completed, a new set of instructions is fed in from punched cards, the order to start processing is given, and the access arms on the disc drives move to another location to pick up the stored information called for in job No. 2. The operation is extremely fast, as the discs spin at 1500 revolutions per minute.

As we move into 1967, this is the kind of operation that will become increasingly important in our modern Data Processing Department.

Robert Roby Elected Treasurer of Safety Group

Robert Roby, safety manager, was elected treasurer of the Massachusetts Pulp and Paper Safety Association at their recent annual meeting held in Sturbridge. He had previously been secretary of the Association.

Walter Golden, employment manager for Hollingsworth and Vose, was elected the new president of the organization at the same meeting.



"Did you overlook your dime, sir?"

Bill's Recollections

(continued from page 1)

president. He would toss me his keys and I knew that meant I should go to the vault and bring out several shoe boxes in which deeds were kept. My regular route took me all through the East Walpole plants and to the Roofing and Floor Covering Plants — and I did it by walking! Finally I got up courage to ask Mr. Bird for a motorcycle. How he laughed! But the next day I was given a bright new bicycle which made the job much easier.

"When James Kelly left the Traffic Department during World War I, I filled in for him and the job eventually became a permanent one for about 10 years. I worked with John Robertson and Mike Hawkins getting a very valuable insight on railroading, routing, rates, etc., which helped me later in my shipping work. In those days all material was transferred around the plants by horse and team. Each day a trip was made to Boston by team to get supplies for the various plants.

"The assistant shipper became ill at the Norwood Roofing Plant. I was asked by Ben Rogers to fill in until his return. This meant out to be a permanent assignment. One day while eating my lunch on top of a bundle of shingles I conceived the idea of bracing cars with steel strapping. The method then in use was by lumber, and very costly. We had many complaints from customers. I recall 42 in one month. I asked Mr. Chamberlain, then superintendent, if I could try my method of using steel strapping. We shipped a carload to South Carolina. It made an excellent appearance and arrived at destination in perfect condition. This method was immediately put into effect and I received a suggestion award of \$1,000.

Thirty-Three Cars

"I'll never forget the 1938 hurricane. Mr. Chamberlain called me into his office right after the big wind struck the East Coast. Dealers everywhere were urgently in need of all we could ship. He asked me how many cars we could get out in one day. (Many shipments were by railroad car in those days). I told him that by working Sunday I was sure we could get out 33 cars — and we did so. We used all of the space on the two tracks, with the cars on the outer track spotted so that we could load them over steel car plates, going through the cars on the near track. By Sunday night, after working all day with an excellent crew, we had the 33 cars on their way by special freight.

"Not long after that I transferred to take charge of the shipping at No. 1 Box Shop. I recall that during World War II we used Boston policemen, chain store managers, or any body else we could get to work part time in the evening to help out on the manpower shortage. We used to work well into the night.

Shipments To England

"Once we worked for over a week, day and night, making enough Wallboard to fill two ships. The material was to be used in England to replace windows and walls damaged by bombing. Both ships sailed together out of Boston and during the crossing were sunk by German submarines. We then started the same procedure all over again and made delivery on the second try.

"Knowing the conditions at the Roofing Plant, I started unitizing Shingle Wraps to them in cars. Previously we shipped in bundles which required many hours to handle. The new system was much faster and enabled the wraps to be stored higher, saving space at the Roofing warehouse. This led to unitizing other products until today more than 60 percent of our material is shipped unitized, and the percentage is still growing.

"When I transferred to No. 1 Box Shop

Shipping in 1935, the tractors in the various plants were powered by electric batteries. It was necessary to stop for a period each day to change batteries. After some difficulties and much persuasion we began to use gasoline tractors, and today, of course, our tractors and fork lifts are all gas powered by either gasoline or liquid petroleum gas. I'm proud I played a part in this important change.

"Equally significant has been the change in my life time from steam engines, diesel on the railroads, and from shipping chiefly by rail to shipping tremendous quantities today by truck. I'd like to go around to see what methods will be used to ship Bird products fifty years from now.

Five Receive Checks For Accepted Suggestions

Five suggesters received awards for usable ideas in February as follows:

Gilbert LeFebvre, FXR	\$25
Frank Montisano, FXG	25
Alessandro Savi, FBPM1	25
Patsy Solbo, FXR	25
Richard Fatheree, FCPM3	5

John C. Nourse Named Supt. of No. 2 Box Shop

On February 20 John C. Nourse of Weymouth was named superintendent of No. 2 Box Shop by Vice President Ralph H. Hall.



John C. Nourse

A graduate of Quincy High School and Thayer Academy, Mr. Nourse has had nearly 20 years of experience in industrial engineering and plant supervision. He was with the Procter & Gamble Manufacturing Company in Quincy for many years and most recently had been plant manager with U.S. Luggage in Fall River.

He is a veteran of the U.S. Navy, serving during World War II for two years on a destroyer.

In his home town of Weymouth he serves as a commissioner of Public Works, first elected in 1960; he was chairman of the commission in 1963-1964. He is an elected Town Meeting member, a member of the Kiwanis Club, and vice chairman of the Weymouth Town Committee. For seven years he was manager of a Little League team and for two years served as town chairman for the March of Dimes Drive.

In the late 1940's he played in the South Shore Football League as all star tackle; and he was all star pitcher in the Quincy Park Baseball League.

The Nourses have three children: John Jr., a senior in High School, Paul, a sophomore, and Jeffrey, in the fifth grade.

The BIRD REVIEW

Volume 55 No. 4

Published for Bird & Son, inc. employees and their families

April 1967

H. H. Fuller Named Chief Engineer; Dusty and Wiggins, Assistants

Homer H. Fuller was appointed chief engineer for Bird & Son, inc. on March 1st. At the same time President Jenkins also announced the appointments of Walter T. Wiggins and George Dusty as assistant chief engineers.



Homer H. Fuller

Mr. Fuller will be moving shortly to East Walpole from Chicago where he has been engineer since June of last year. He also was plant engineer at the Chicago Plant from March 1937 to February 1945. His experience includes six years with Philip Carey Company in Cincinnati, Ohio as a project engineer and fifteen years with the Roofing Machinery Manufacturing Company of Chicago as chief engineer. Mr. Fuller is an inventor and holds several patents in ideas developed while with the Roofing Machinery Manufacturing Company.

A native of Arkansas, he is a graduate of the University of Arkansas with a degree in Civil Engineering and spent several years in this field in his early career with the Arkansas Highway Department, the Missouri State Highway Department and the U.S. Government in Washington, D.C.

Mr. Fuller and his wife, Myrtle, lived in Skokie, Illinois for some years and more recently have been in Chicago. Their married daughter, Susan Lewis, lives in Naperville, Illinois. There are two grandchildren.

(Continued on page 6)

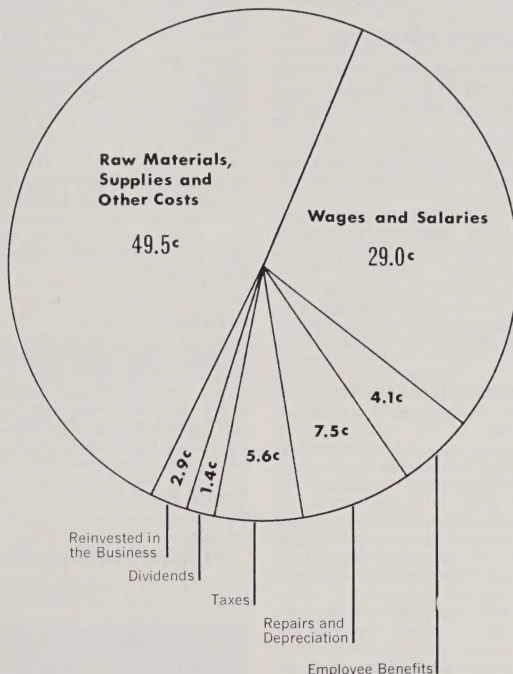


Walter T. Wiggins



George L. Dusty

How the 1966 Sales Dollar Was Spent



Howard Heideman Named General Sales Manager

Other Building Materials Promotions

Vice President Philip C. Johnson has announced the promotion of Howard H. Heideman, formerly Midwest District sales manager, to general sales manager of the Building Materials Group, effective April 1, 1967.

Mr. Heideman was a sales representative for Bird & Son in the Northeastern Illinois territory from the time he joined the company in August 1952 to the time of his promotion to Midwest District sales manager in August 1965. Prior to joining Bird & Son he had served during World War II as a fighter pilot and officer in the U.S.

(Continued on page 2)

New Advertising Manager Is D. Stuart Laughlin, Jr.



Stuart Laughlin, Jr.

D. Stuart Laughlin, Jr. joined Bird & Son on March 13, 1967 as advertising manager, reporting to Leonard C. Niese, director of advertising.

Mr. Laughlin is a transplanted down-easter who lives with his wife, Barbara, his daughter, Debbie, aged 11, and son, Scott, aged 5, at 94 Avalon

(Continued on page 2)

Last Year's Results Presented Here in 1966 Annual Report

Consolidated net sales for Bird & Son, inc. were more than \$75 million in 1966, \$75,313,000 compared with \$72,703,000 in 1965. Net earnings (profits) were \$3,301,000 compared with \$2,859,000 last year.

Sales growth in 1966 was down, compared to 1965, due principally to the drop in sales volume of the Building Materials Group because of the nationwide decline in new housing construction during the year. Vinyl products sales showed a substantial increase. Sales in the Paperboard Products Group increased, with a strong demand for all types of paperboard products evident throughout the year. Bird Machine Company had a good year, in both sales and earnings.

As indicated in a message from President Jenkins in the February Review, the profits made by the several divisions varied considerably. There were at the end of the year some areas where improvement was needed. A vigorous effort to do this was started early in 1967.

The new Vinyl plant at Bardstown, Kentucky was a major construction project, requiring some \$1,162,000 of the \$4,693,000 spent during 1966 for plant improvements. The completion and expansion of facilities at Bird Machine Company accounted for another \$1,816,000 of this total.

(Continued on page 6)

Shreveport Felt Mill Makes Safety Record

March 6 was a gloomy day — and a happy day — for the Shreveport Felt Mill. The gloom was caused by their first lost time accident in approximately 7½ years; this meant giving up possession of the Bird & Son Safety Trophy which had been theirs to display as long as they remained accident-free.

The happiness came from making a new Bird & Son Safety record. Up to the time of the accident the Shreveport Felt Mill had worked 2715 days without a lost time accident. This represents about 7½ years and over three quarters of a million man hours of work ex-

(Continued on page 5)



Published for the employees of Bird & Son, inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of
Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

Protect Your Children Against Poisoning

Ninety per cent of all accidental poison cases reported involve children under five years of age.

Why? Because the years from birth to age 5 are the "curious years" when children get around fast — and are fearless. They'll put anything into their mouths — and are too young to read labels or understand warnings.

Growing children are curious about things that glitter . . . pretty colored pills . . . bottles and containers of all kinds. These arouse their natural curiosity.

Their World Is The Low Places

Do the low places in your home such as floor and low storage areas contain items that are dangerous to "CRAWLERS" (6 months to 1 year)?

"CRAWLERS" relate containers with food and too often find poisons in bottles, jars and other food-type containers. Items such as fly spray, certain brands of floor wax or polishes, open cans of paint or turpentine left within easy reach in the garage or cellar are particularly dangerous to "CRAWLERS."

If your child is in the crawling stage, arrange to keep household products in places above the kitchen sink level unless the cabinet is locked.

Because They Get Around so Fast

The "TODDLERS" (age 1 to 2 years) have the biggest accident rate of any age group.

This is because their world now includes the TOPS of tables, desks, kitchen counters — wherever they reach above their eye level.

Most accidents at this age are caused by cleaners, polishes, lye, and bleaches. In over half the cases poisons are *not* in their original containers.

If your child is walking, be certain that bottles and boxes containing medicines or household products are put away before answering the telephone or doorbell.

Remember - They Can't Read Labels

Can your child get at the medicine cabinet?

Cabinets, shelves and medicine chests, although they may be high, are not necessarily safe from "CLIMBERS" (age 2 to 5 years).

And speaking of the medicine cabinet . . . when was the last time you cleaned it out — getting rid of those old prescriptions? How about Fido's flea powder . . . or that old aspirin.

If your child is able to climb, find a shelf that is completely beyond his ability to reach, or better yet, lock these products in a cabinet or closet.

Stuart Laughlin

(Continued from Page 1)

Road in Waban. He came originally from Portland, Maine, attended a secondary school in Dublin, New Hampshire and received his Bachelor's degree from Babson Institute in 1955. Since that time he has been employed by the Travelers Insurance Company where he sold life, accident and health insurance before transferring into their public relations, sales promotion and advertising department. In 1964 he was granted a leave of absence to do graduate study in communications at Boston University.

Mr. Laughlin has been active in the Greater Boston Junior Chamber of Commerce where he recently served as vice-president. He is currently president of the Waban Improvement Society, a director of the Newton Red Cross and the Babson Institute Alumni Association. He is active in politics, was a ward chairman for the Republican Committee in Newton and is currently finance chairman. He managed a political campaign last fall. His hobbies carry him from the ski slopes of New England to sailing the Maine Coast with some occasional tennis playing in between.

Contributors

Reporters who contributed news to this issue include: Mary Driscoll, James Barnes, Robert Souza, Barbara Sansone, Robert Pearson, Rita Fedor, William Dickie, Sandra Pitas, Dean Craft, Louisa Graham, Helen Tobolsky, Linda Geiger, Alfred Breen, Catherine Brady, William Ford, William Grinovic, Jack Reddick, Virginia O'Brien, Lucille Sullins, Robert Zobel, Robert Roby, Moses Bader, Arthur Chamberlain, Thomas Reynolds, Barbara Sansone.



Help forge the Sword of Hope—
GIVE to the American Cancer Society!

Come One, Come All to Expo 67, Montreal, in May

The Bird Club is sponsoring, through Garden City Tours, a long week-end trip to Expo 67 in Montreal, Canada, May 27-30, 1967. This newest World's Fair has received much publicity in the papers and promises to be well worth visiting.

The price is \$95.00. This includes your round trip air transportation, hotel, breakfast, admission tickets and other extras. The trip is open to all Bird & Son employees, their families and friends at this same bargain price.

Pick up a brochure in the cafeteria of the Credit Union and make your reservations early. Complete payment is due on April 29th. The Bird Club arrangements were made by Tom Reynolds, chairman of Special Activities.

See You in Canada!

Outstanding Recognition To Bird Salesman George Stine



unusual — and a great credit to George Stine — for the award to go to a manufacturer's representative. Generally a jobber's salesman wins it, as these men travel a much larger territory and are known to more of the dealers than Mr. Stine is.

We are proud to salute Mr. Stine and extend the congratulations of all employees of Bird & Son for this achievement. As Vice President Philip C. Johnson wrote to Mr. Stine, "... this is a tremendous compliment to you. When one thinks of all the salesmen calling on all of the Building Materials Dealers in a state the size and importance of North Carolina it certainly speaks well of you and your professional ability to be singled out as top man. I hope you don't mind if we as Bird take considerable pride along with you because after all you are part of the Bird organization. . . .

"I am sure that all our salesmen will get a kick out of this recognition, and will also take some sort of vicarious pride in your accomplishments.

"Keep up the good work. Let's hope 1967 is the best year yet."

Heideman, Pikes, Fentz, Madden

(Continued from page 1)

Air Force and had been a salesman for Sears Roebuck and Company in their Building Materials Department from 1946 to 1952. In his new position he will make his headquarters at East Walpole, reporting to Group Vice President P. C. Johnson.

Theodore J. Pikes replaces Mr. Heideman as Midwest District sales manager. He began his Bird & Son employment in February 1953 as a laboratory assistant at the Chicago Plant, later becoming a laboratory technician. Since May 1961 he has been a salesman in the Midwest Sales District.

Vice President Johnson has also announced the appointment of John V. Fentz and Edward A. Madden as Vinyl Products managers, Mr. Fentz for the

Western Zone and Mr. Madden for the Eastern Zone.

John Fentz joined Bird & Son in April 1963 as a salesman in the Eastern Michigan territory of the Building Materials Central Sales District, out of Chicago. He now makes his headquarters in Chicago.

Edward Madden began his training with Bird & Son in January 1955 and since July of that year has been sales representative in the Northwestern Pennsylvania territory of the Middle Atlantic Sales District. The Perth Amboy office will be his headquarters.

Both Mr. Fentz and Mr. Madden will be responsible for the promotion and sales of all Bird Vinyl products in their respective areas.

GEORGE E. STINE, Bird Building Materials Salesman at Raleigh, North Carolina, has been named Outstanding Salesman of the Year by the Carolinas Lumber and Building Material Dealers Association.

The award is given annually and is by popular vote of the dealers in both North and South Carolina who are members of the Association. It is most



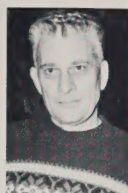
James Patchin



Edwin Readle



George Giorgi



Dante Ciancarelli



John Lukko



Milton Vose

Even Reached 25-Year Mark in Month of March

The Quarter Century mark was chased by seven employees in March, one record of loyal service we are ased to salute here:

JAMES J. PATCHIN, who started with McCDonagh as his foreman on No. 1 Paper Machine on March 2, 1942, has long periods of service in the Paper Mill and No. 2 Box Shop. But the last years he's been part of the Maintenance crew at East Walpole. He remained on the Paper Machines until '48, then worked 5 years as a checker-driver in No. 2 Box Shop's Shipping Department. Then after several years of training he attained his present rating of "A" Machinist in the Maintenance Department.

He and his wife, Rose, live at 1107 1/2 Washington Street, Walpole.

He served as an anti-aircraft artillery crewman in World War II, in Norway, Northern France and the Rhine-

land. Starting the same day as James Patchin, March 2, 1942, EDWIN P. READEL, spent his years in the Fibre Box Sales Division. After a year as correspondent salesman, he served as sales service manager from 1943 to 1949. Since then has been the company representative of the Western Massachusetts territory. Although his job keeps him very busy, he has found time in the last 10 years to be regular visits to the Massachusetts Correctional Institution in Walpole and the prison colony at Norfolk, working with inmates on rehabilitation. He finds his work very interesting and rewarding. Ed and his wife, Muriel, live on Washington Street, South Walpole. Their son, Peter, is married and living in Canandaigua, New York. There are 3 grandchildren.

ALL OF GEORGE P. GIORGI's service has been at the Norwood Roofing Plant where he started March 12, 1942, in the Paper Piece Department. At times he worked on several of the machines in Shipping; his home port, however, is still the Corner Piece Department where he is presently employed.

George and Edith Giorgi live at 18 Andrews Street, Norwood. Their son, Edward, is serving with the U.S. Navy in the Viet Nam area.

DANTE CIANCARELLI, whose service is March 13, 1942, has worked his quarter century at The East Walpole Fibre Box Plant, except for brief periods at The Shoe Carton Plant and the Roof-

ing Plant when he first began. He has

held many different jobs at the Combiner Room where he presently is a Cooker operator.

During World War II he served as a supply clerk with the 97th Infantry Division in the Rhineland and Central Europe.

Dante Ciancarelli lives at 404 Wash-

ington Street, East Walpole, and his two daughters are Nancy, and Mrs. Frances Bennett. There is one granddaughter — and another grandchild may have arrived by the time you read this.

The first 25th anniversary this year for the Perth Amboy Plant has just been celebrated:

On March 16, 1942 JOHN R. LUKKO began his employment with Bird & Son as a chemist at the Norwood Roofing Plant under Frank Reynolds who was then chief chemist. He continued for many years at the Norwood Laboratory under Mr. Reynolds and later under the late Stanley Sallie before moving to Perth Amboy in June 1963 as chief chemist for the newly-purchased plant. Projects on which he has worked over the years include the Class "A" shingle, Reflecto Coat, asphalt research, Rubarite, Armocoat and many others.

Mr. Lukko is married to Mary P. (Kelly) who is a registered nurse. He has been a member of the American Chemical Society for the past 20 years.

A bouquet, a box of chocolates and a purse of money made March 10 a happy day for ETHEL DUNCAN of the General Accounting office. It was on March 11, 1942 that she started her quarter century of service with the company. She also worked in the office in the 1920's.

The Payroll Department has been her home base for almost all of her years of service, where she has seen many changes as the company grew, took on withholding and social security deductions, and added new plants. Since 1964 she has worked in General Accounting.

She has always lived in East Walpole, residing now at 81 Rhoades Avenue.

To the many Building Materials dealers in Maine, MILTON L. VOSE is Bird & Son. They have known him for 25 years as their company's sales representative in their area. He began this service on March 16, 1942, under Rogers Weed, Jr. who was then sales manager.

Mr. Vose and his wife, Helen, live in Bangor. Their son, Milton, Jr. lives in Glens Falls, New York, working for Rist-Rost Associates. Their daughter, Jean, now Mrs. F. Rodman Sharpe, will in June make Milton a proud grandfather; a younger daughter, Jane, is training to be a nurse at Lynn Hospital, Lynn, Mass.

"The Sorcerer" Coming For Your Enjoyment

Sorcery, love potions, match-making. Mix all these with Sir Arthur Sullivan's catchy music and W. S. Gilbert's delightful rhymes. The result, skillfully put together by the Neponset Choral Society, is a show you'll not want to miss; *The Sorcerer*, coming on May 4, 5, and 6 at the Walpole High School Auditorium.

This Gilbert and Sullivan Show isn't often seen. It's too difficult to stage. It is new for the Bird Club Choral group, but it will be as much fun to see as *The Mikado*, *The Gondoliers*, or any of the other previous shows which have made the Neponset Choral Society famous. Familiar faces and voices again have lead roles: Louise Hall as the lovely Aline, Bernard Jacobs as John Wellington Wells, the sorcerer, Leonard Weaver as Dr. Daly, Thomas Noonan as the Notary, Neil Peterson as Sir Marmaduke, Del Brule as Lady Sagazure.

New this year are Ingrid Elofson as Mrs. Partlett, Walter Borlase as Aline's betrothed, Alexis, Miriam Halsey as Constance.

There's lots of chorus work, dancing and singing. There'll be a full orchestra for accompaniment, plus Walter Rockwood at the piano, professional scenery, costumes and make up. Everything adds up to the usual high quality show which fills the Walpole auditorium for three nights. Tickets for Bird Club members are available now at special prices. Don't miss this happy show!

Paul Persechino Retires, Salvatore DelSignore, Also



Paolo Persechino



Salvatore DelSignore

PAOLO PERSECHINO, 5 Kendall St., Walpole, ended a 42 year career with Bird & Son when he entered retirement on February 28.

Starting on the Combiners at E. Walpole Fibre Box Plant on May 4, 1925, he worked there continuously for most of his time at Bird & Son. For many years he was assistant set up operator. In 1958 he transferred to the Cleaning Department at the Main Mill, from which job he has just retired.

Paul was born in Frorinon, Italy, came

to Providence in 1920 and since 1922 has made his home in Walpole. He married Irene Penza in 1926. Some day in the near future they hope to travel from their Kendall Street home to California for a long vacation. Meanwhile, Paul says he'll visit the local race tracks for his retirement hobby.

Another old timer at East Walpole whose service dates back to April 1923, has retired, effective January 31st. SALVATORE DEL SIGNORE made his career in the Stock Handling Department of the Paper Mill where he started over 43 years ago. For 24 years he was gang boss there. Illness has kept him from active work since last November.

He and his wife, Mary, live at 18 Austin Street, Norwood. They have six children and 11 grandchildren: Angelo lives in Walpole and works at the Finishing Mill; Thomas also lives in Walpole and teaches in Westwood; Alfred is at home; Anthony lives in Mansfield, William is in the U.S. Army in Kentucky and Mrs. Lorette Brock lives in Walpole. Salvatore has no special plans for retirement except to take it easy.

Seven Awards in March For Money-Saving Ideas

John Folan, E. Walpole Maintenance, and Henry Thomas, Norwood Roofing Plant, both received an extra \$25 in suggestion money last month for having had three money-saving suggestions accepted.

Seven \$25 awards for No. 2, money-saving suggestions were also made:

Louis H. DeBaggis, FBM	\$25
John Folan, EMW	25
Theodore Pierce, FBM	25
Michael J. Sadaway, EMM	25
Charles Solbo, FBPM1	25
Rodney D. Squires, FSM	25
Henry A. Thomas, FBPM1	25

New Bowling Records in Club and Norwood League

Late winter snowstorms caused two postponed matches in the Men's League. At the end of the eighth week the Hill team was leading, with FX2 and FBM close behind, tied in second place.

Moses Bader, who held the high single record for some weeks now shares it with two others: Tom Gugliotta of the Hill team, and Paul Johnson, FX2. They all have bowled a high of 147.

Nobody has even approached John Amber's three string record of 413, but Tom Gugliotta has moved into second place with a 389. DF Team holds the high single record of 609; FBM, the high three string of 1664.

Two weekly records at the Norwood Sport Center were made by Bird bowlers. Bowling in the Norwood Girls' League, Doris Reardon scored a high single of 159. In the Norwood Business League, bowling on the Bird Club team Joseph Purpura bowled a 146 on March 13 to win the \$50 jackpot that night. The Bird Club team now stands in seventh place in this fast League.

TOP OF THE NEWS

MAIN OFFICE

On Tuesday, March 14, the Purchasing and Traffic Departments took John T. Andrews out to dinner at the Lafayette House to celebrate his 40th anniversary with Bird & Son. A gift of a desk pen and calendar set was presented to him. Shortly after that, John and his wife, Flora, took off for three weeks' vacation in Florida.

Milton Vose, whose 25th anniversary is mentioned in another column, has managed to find time for many community and family activities in addition to his full schedule as a Bird sales representative in the Portland area. He has served on the finance committee of his church, has been active in school PTA work during the years that his children were attending public schools, and has participated in a local musical organization. He belongs to the Masonic Order, Blue Lodge, Chapter, Commandery and Anah Temple Shrine. Milton built his own summer camp at Lucerne Lake in Edgington, Maine where he and his wife, Helen, now enjoy the benefits of his labors just relaxing. Milt also does a bit of fishing and hunting.

Manuel Valin and George Young have moved from the Cost Department to the Data Processing Department where Manuel is now a junior systems analyst and George a programmer trainee.

Ed Grout and his wife made a fast trip to Florida early in March to visit their new grandson. Flying down to Jacksonville on a Friday and back the next Wednesday, they visited with their son Donald, his wife, and

5 months old little Donald and the other grandparents, and did some sightseeing at St. Augustine and Marineland as well. On the day of the big March 7 snowstorm in New England, they were enjoying balmy 80° weather.

The Profit Planning Department is never a dull place to work. Literally, everyone is beginning to get away from leaving the department to make plant visitations, and with very good reason. Dick Barnard and Allan Jones went to Perth Amboy where there was a power failure right after they arrived. Don Ritucci went to Chicago and was greeted with a terrible snowstorm. Then he and Allan Jones went to Shreveport where for the first time in ages there was snow and, worse, just as they arrived Dale Adams, the plant superintendent, came down with the measles!

Missing planes, losing luggage and arriving a day or two late is becoming quite commonplace for our travelers. Somehow the jobs all seem to get done, but never uneventfully.

Allan Jones on his last trip to Shreveport spotted the first black panther in Louisiana, or so he says!

Genie Newton and her husband enjoyed a late winter vacation on a ski trip to New Hampshire and northern Vermont.

Norman MacDonald and his wife took a mid-winter vacation touring various points of interest in Florida. The warm weather they enjoyed down there really sold Mac on the place.

One day in late February, Charlie De-Virgilio found a seagull with a broken wing on the front lawn of the Main Office. Approaching the bird carefully, he was able to capture it and carry it without further injury to Dr. Bruce's Animal Hospital in Dedham. Here the wing was put in a splint and the bird was kept for several days, with Charlie paying the bill. Finally it was "discharged" for convalescence at Charlie's home in Roslindale where two excited children gave it the best of care. Its daily diet was smelts and table scraps.

All the care and attention paid off when on March 16, three weeks after the bird was found, the splint was removed and the bird flew off to join the flocks that soar so picturesquely over Boston Harbor. Dr. Bruce told Charlie that it is most unusual for a bird to recover from an injury in captivity. But this one did.

Phillipsdale may have its gut that comes back each spring, but East Walpole has a Bird that made medical history!

Welcome to three new people in Accounting: Elaine Nersessian of Quincy has joined the Cost Accounting Department; James Sullivan of Quincy has joined General Accounting and James Marcone of Milford has joined the Auditing staff.

On March 11, Deborah Williams of Cost Accounting was married to Richard Gould of Wrentham. Mr. and Mrs. Gould are now residing in Wrentham.

David Carreau of Profit Planning is the proud father of a little girl Kerri Lynn, born February 9, weighing 5 lbs. 2 oz.

E. WALPOLE FIBRE BOX PLANT

Leo Bristette and his wife enjoyed a winter vacation in Florida. Leo picked a good time as we had two snowstorms after he left.

We express our sympathy to the wife and children of Arthur Johnson who died last month after a short illness. Arthur was the operator of the Hooper Press for many years before retiring last fall.

Mr. and Mrs. Arthur Bushell enjoyed four weeks of sun and sand at Fort Lauderdale, Florida, returning home on March 28th. Art just retired in February.

Benjamin Beale attended the IBM Computer Course for Corrugated Box executives during the week of March 27.

Walter Rockwood's son, Robert, has been elected co-captain of the Brown University hockey team.

Catherine Boyle has transferred from the plant office to the Sales Department.

Frances Smith has left for a new life. She will soon be playing the role of mother, as well as housewife. Good luck to her, and much happiness.



KEN REDDICK, star player on Norwood's fast hockey team which was runner-up in both the State Championship and the Bay State League. Ken's father, Jack Reddick, is foreman on No. 1 Machine at the Norwood Roofing Plant.

E. WALPOLE SHOE CARTON PLANT

It was good to see Edgar Bigelow recently when he paid us a visit. He looks very fit; apparently retirement agrees with him.

Best of luck to those on the sick list: Peter Kodis and George Kelly. We hope they make a speedy recovery.

NORWOOD ROOFING PLANT

Ken Reddick, the son of Jack Reddick. No. 1 Machine foreman, played forward on the Norwood high school hockey team last season. He was the team's high scorer and also was chosen to the Bay State league all-star team.

Norwood had one of its best seasons, finishing second in the Bay State League, going on to play in the Massachusetts State Hockey Tournament where they advanced to the finals and had a heart-breaking loss 2 to 1 to Arlington at the Boston Garden on March 22 before 12,000 fans.

Frank and Helen Campisano spent a winter vacation at Palm Beach, Florida accompanied by their daughter Jean, their son-in-law and two grandchildren. They visited with Mrs. Campisano's sister.

Best wishes to Patricia Buchas of our Cafeteria staff who at this writing is sick in the hospital.

LEWISTON PLANT

Let it rain or let it snow, Bird's trucks are always on the go! Fourteen inches of the stuff fell in the Lewiston area's worst storm on February 23. The next morning the Daily Kennebec Journal of Augusta published a front page picture showing cars struggling through the storm and there in all the traffic was one of the Bird trucks!

PERTH AMBOY PLANT

John Lukko, whose 25th anniversary was celebrated last month, is a steam railroad buff. He will go miles to see a steam engine and has collected a scrap book on the subject. This is not his only interest, he has also a collection of scrap books on such subjects as post cards, painting, music, opera and humor. For entertainment, he enjoys the whole range, from sports such as hockey and pro-football to the cultural aspects of the theater, art, Gilbert & Sullivan, grand opera and symphony.

PHILLIPSDALE PLANT

On a recent visit to the plant, Ted Madden who retired in 1964, reported that he had travelled to Europe and California and was planning a trip to Florida this year which had to be cancelled as he had to enter the hospital for a few days. Everything seems OK now and he looks as good as ever.

Congratulations to Mr. & Mrs. Richard Quinn on the birth of their first child, a daughter, Kathleen, born on February 21. Richard works on the Phillipsdale Board Machine.

We express our deepest sympathy to Daniel Hourihan, Jr. and family on the loss of his father recently.

We welcome the four new men who have

joined us this year; Richard Cicerelli, Salvatore DeSquillo and Joseph Medeiros, of the Board Mill and Richard Molo, engineer.

Our deepest sympathy goes to Joseph Wynne on the recent death of his father.

Congratulations to Joseph Medeiros of the Power Plant who has received a certificate after completing 80 hours of study, a water treatment and waste control practice at the Rhode Island Vocational School.

Congratulations to East Providence Larry Smith who was chosen the outstanding player in the Suburban Division by panel of Rhode Island hockey coaches. Ti Townies junior forward received the award from Dave Rielly, president of the Rhode Island Hockey Coaches Association. Youn Larry is the son of Edward Smith, foreman of the Finishing Department in the Board Mill.

Dan Hourihan returned from a two weeks' February vacation in Florida reporting that the weather was on the cold side and not at all what is expected of the sun south. On two rainy days, the thermometer was at 45°. A fine time was had by all but Dan says that future trips will be made a little later in the season.

SHREEVEPORT PLANT

The editor is sorry for errors in the long service listings of Shreveport and Glenwood employees which were recently called to his attention:

At Shreveport, we omitted three people who observed their fifth anniversaries in December:

Marion Starks, Jr. December 14, 1961
Gerald Tins, salesman December 18, 1961
Mabel Cohn, Office December 18, 1961

At Glenwood, Noble Medlock and Clarence Diggs were listed as having 10 years of service in February. They both began their employment in February 1947, which is 20 years of continuous service.

GLENWOOD PLANT

The flu bug is out at Glenwood. Several have been sick, fortunately none have lost time.

Recent visitors to Glenwood were Donald Ritucci and Allan Jones of the Profit Planning Department. They were accompanied by Dale Adams and Fred May of Shreveport.

Turkey season is pending in Arkansas. Suddenly we have several experts on operating a turkey call. Time will tell how expert they are.

CHICAGO ROOFING PLANT

Congratulations are in order, to the parents and grandparents, for Marie Case has a new granddaughter. Lisa Ann Patterson arrived March 1st, 1967, weighing six pounds one ounce.

We welcome to the Bird Family Dolores Booth in Billing and S. J. (Sam) LeMargo, Credit correspondent, and hope their stay will be a long and pleasant one.

Yvon Rouston, of the Chicago Lab., headed for San Juan, Puerto Rico, where he was married April 1, 1967. Our very best wishes to the Roustons.

CHARLESTON PLANT

Our welcome is extended to Betty Jane Fussell, sales correspondent for territories formerly handled by Muriel Wells. We wish Betty success in her new job. Muriel and her family are planning a trip to Europe.

We are happy to hear Note Turner is home from the hospital recovering from a recent illness.

Jean Damon and her husband enjoyed a fishing trip to Bonneau Beach recently.

We welcome Hubert Hammond, Jr.; Charles E. Wellman; William Black and Francis Bonneau to our Shipping Department. We also welcome Willie R. Williams and Jacob Smalls to the Roofing Machine Department.

Mr. W. A. Moore, branch manager of C. L. Cannon Lumber Co., visited our office with Herman Myers, Dixie District salesman.

Tony Gives Heavy Work A Try — for 43 Years!

ANTHONY PERRY had completed over 43 years of service when he retired from the Phillipsdale Plant on February 28. Starting August 9, 1923, Tony worked for 30 years on the No. 1 Felt Machine and for 25 of those years was back tender.



Anthony Perry

Tony still remembers the day that he met Mr. Thomas Henderson (then Superintendent) as he entered the yard to fill out an application. Mr. Henderson was walking along with his thumbs in his suspenders as usual, and stopped Tony to ask if he could help him. Tony told him he wanted a job. Mr. Henderson said he had an opening on the machine, but it was heavy work. Tony gave it a try, and as his 43 years of service indicate, he made out very well! For the last 13 years Tony has been working as a cleaner.

Tony and his wife, Madeline, live at 79 Charity Street, East Providence. They have two children, both married, four grandchildren, and two great grandchildren. Their daughter, Madeline Emmett lives in East Providence and their son, Raymond, is a Warwick resident.

"Taking it easy" is the first item on Tony's retirement program. He thinks maybe he'll do a little work around the house, as he feels like it, to ease into this life of retirement.

Shreveport Office Manager Awarded "Boss of the Year"



AWARD FOR OLLIE. O. N. Sherburne, receiving his award as "Boss of the Year" from Mrs. Harold B. Jones, president of the Shreveport Chapter of the American Business Women's Association.

At the annual Bosses night meeting of SREBO Chapter of the American Business Women's Association in February, O. N. Sherburne, Shreveport office manager, was named "Boss of the Year."

Mr. Sherburne was nominated by Anne Eddy who has been an active member for several years and is now corresponding secretary of the chapter.

ABWA members send two deserving students, who could not otherwise attend, to the college of their choice. Shreveport and Bossier City have four active chapters of this very worthy organization.

Commenting on the award to Mr. Sherburne, Mrs. Harold B. Jones, program chairman, recalled his participation in many civic activities since his arrival in Shreveport in 1944 and his achievements in helping the growth of the Shreveport Division of Bird and Son, Inc.

In accepting the award, Mr. Sherburne stated he was very surprised, very pleased and very honored.

Other Bird and Son employees present at the meeting were Grace Fuller, member of the OrNoir Chapter of ABWA, and Leon Taylor, official photographer for the evening.

Although not members of this organization, the other employees of the Shreveport Division feel that Mr. Sherburne is, indeed, "Boss of the Year" every year and all join in congratulating him also on his 30th Anniversary with the company which he celebrated on March 3rd.

Trophy to Manchester

(Continued from page 1)

posure. This is a goal for every Bird plant to try to equal. The Felt Mill has held the trophy since August 3, 1960, when the Shreveport Roofing Plant lost possession to them; of course, the Felt Mill's good record had already started many months before that, in order for them to qualify.

The trophy now goes to the Manchester Plant in the Paperboard Products Group. They have gone 1463 days without a disabling injury, their last accident occurring February 27, 1963.

LONG SERVICE LIST

MAY

Name	Year	Dept.	Yrs.
Huntington T. Monroe	5-14-42	Paper Mill	25
Rosario Cordo	5-26-47	Roofing	20
Henry L. Hudson	5-28-47	Paper Mill	20
John Walshe	5-20-52	No. 1 Box Shop	15
Joseph Gournoyer	5-6-57	Roofing	10
Domenic Silletti	5-6-57	Paper Mill	10
Vernal Herrick	5-27-57	E. W. Maint.	10
Henry Murphy	5-27-57	E. W. Power Plant	10
LEWISTON			
Robert Houghton	5-28-62	Manager	5
MANCHESTER			
Theresa L. Provencher	5-12-52		15
PHILLIPSDALE			
John S. Vargas	5-26-22		45
Charles P. Hoard	5-13-42		25
James W. Hammond	5-22-42		25
Benjamin S. Pino	5-21-47		20
Alfonso Duarte	5-16-52		15
CHICAGO			
Eddie Newman	5-29-47		20
SHREVEPORT			
Tommie Wilson, Jr.	5-21-57		10
PERTH AMBOY			
Louis Edley	5-13-47		20
Willam Verrez	5-13-47		20
William Cogrove	5-13-57	Office Mgr.	10
Roosevelt Jones	5-28-62		5
Stephen Terefenko	5-28-62		5

Michael Moses, Jr., Foreman At Shoe Carton Plant

On the first of April Michael Moses, Jr. was appointed a foreman at the Shoe Carton Plant. The announcement was made by Plant Superintendent John Norwood.

A Bird & Son employee since May 21, 1934, Mr. Moses has always worked at the same plant. He was a helper on various machines up to the time that he left for military service in January 1942. Returning in October 1945, he became a lid rotary operator, the position he held until the time of his promotion. For some months prior to his appointment he had been acting foreman.

A native of Norwood and a graduate of Norwood High School, he had worked a year in truck driving before coming to Bird & Son. In the service he served as a communications chief with a technician's rating in the 203rd field artillery battalion. He was in several European battles including Normandy, the Rhineland, Northern France, and Central Europe.

He and his wife, Miriam, live at 548 Oak Street, Westwood, where he pursues some of his spare time occupying his favorite hobby of photography.

Recent Deaths

Joseph Adamonis

JOSEPH ADAMONIS, who retired from the Cleaning Department at the Floor Covering Plant in December 1959, died March 2 at the Norwood Hospital at the age of 74.

His Bird & Son employment covered many years dating back to 1918. For some years he worked on the old print machines which made the famous Felt Base Floor Covering.

A resident of 1254 Washington Street, Norwood, Mr. Adamonis was born in Poland but had lived and worked in

Men's Golf Season Opens

Monday, May 1 at Easton

As the March snowpiles melted, Bird Club golfers' enthusiasm began to grow. Now that the grass is turning green, some of them are already out there swinging. Many have signed up for the coming Bird Club season.

Chairman Ray Bearce has announced that the season will open on May 1 st, a Monday, at the Easton Country Club where the Bird Club matches have been played the last few years. Regular players and substitutes are asked to sign up not later than April 15. If you have lost your Bird Club announcement, send your name, department, and telephone number to W. R. Bearce, FBB. The League is open to everyone interested in golf. Deadline for returns in April 15.

Controller Announces Accounting Promotions

Several organization changes in the office were announced by W. J. Smith, controller, at the end of last month.

Effective April 1st, Frank H. Vietze was promoted to the position of auditor-assistant to the controller; William T. Shaw was promoted to corporate accounting manager; Joseph Zilfi was promoted to general accounting supervisor; Harold M. Bailey was promoted to tax accountant.

Mr. Vietze has nearly forty-four years of service in Bird & Son, from July 23, 1923 when he started as a stores

Norwood for over 50 years. He is survived by his wife Anna, a daughter, Jean, and two sons, Walter of Norwood and Edward of East Walpole, and three grandchildren.

On March 6 a requiem mass was celebrated at St. Peter's Polish Church, Norwood in his memory.

Daniel Costello

DANIEL COSTELLO, 28 Neponset Avenue, Walpole, died on March 6 at the age of 62. He took early retirement in December 1963 because of poor health.

His employment with Bird & Son started in October 1936 at No. 1 Box Shop. Eight months later he transferred to the Granule Plant at Norwood where for many years he served as shift boss for the Coloring Plant of this section of the Norwood Roofing Plant.

Funeral services were held March 10 at the Blessed Sacrament Church in Walpole with a requiem high mass. He is survived by his wife Janet, three daughters, and six sons: Mrs. Catherine Miller and Mrs. Mary Brown both of Foxboro, Daniel, Jr. of Rockland, Mrs. Margaret Nash of Mansfield, A. James of Dorchester, Francis L. of Michigan, Robert J. and Patrick W. both of Walpole and John A. of the U. S. Army.

Arthur F. Johnson

ARTHUR F. JOHNSON, 63 Rhodes Avenue, East Walpole, died March 11, 1967, less than six months after retiring from the company at age 65 last September.

A native of Walpole, Arthur recalled at the time of his retirement the details

clerk and accounting clerk, following graduation from the Bentley School of Accounting & Finance. He became a department head in 1932, assistant auditor in June 1950 and has been auditor since May 1960. He will report to the controller on corporate assignments.

Mr. Shaw moves into his new position from his post as assistant internal auditor, the position he was assigned when he joined the company on May 1, 1965. One of his major responsibilities has been tax accounting. In his new position he will have charge of all corporate general accounting activities. Before joining Bird & Son he had been nine years with the public accounting firm of Cooley & Marvin of Boston where he was a member of the senior staff.

Joseph Zilfi joined the company as senior accounting clerk and assistant to the supervisor on December 20, 1965. He is presently attending the Evening Division of Bentley College of Accounting & Finance.

Harold M. Bailey joined the Cost Department of Bird & Son as a clerk in June 1954 after graduating from the Bentley School of Accounting & Finance. In the intervening years he has been an assistant supervisor, an analyst in the Profit Planning Department and assistant to the internal auditor. From 1957 to 1960 and again for a few months in 1961 and 1962 he was in military service.

of the village life as he remembered it in his boyhood. He joined Bird & Son in February 1923 and for many years was operator of the Hooper Press No. 1 Box Shop.

He is survived by his wife, Jean, and four children, Arthur G. and Elizabeth J. of East Walpole, Ian H. of North Attleboro and Frederick A. of Plainville, Connecticut. Funeral services were held March 14 at Union Congregational Church, East Walpole.

Carlo Salvatorelli

CARLO SALVATORELLI, 81, died at his Norwood home on March 23rd. Retired in April 1952, he was for many years a gang boss at the Stock Handling Department in East Walpole.

Born in Italy, he came to this country as a young man and began work in the Stock Handling Department of the East Walpole Paper Mill on July 14, 1920. He held the rating of gang boss for nearly 25 years in this department. He was a member of the Dedham Lodge, Sons of Italy, and the Norwood Post No. 70 of the American Legion, having served in World War I.

He and his wife, Carmelle (Carribino), continued to live at their home at 465 Washington Street, Norwood during his many years of retirement. In addition to his wife he is survived by five children: Joseph Carribino of Medford, William Carribino, Mrs. Marie Vaccari, and Mrs. Lilly Miscio, all of Norwood, and Frank Salvatorelli of New York; nine grandchildren and one great grandchild.

Funeral services were held on March 27 with a requiem mass at St. Catherine's Church, Norwood.

Annual Report

(Continued from page 1)

Our long-term debt was increased \$1,750,000 to provide for the new Bardstown plant. \$650,000 of the company's long-term debt is payable in 1967. The remaining portion now stands at \$5,230,000.

Figures shown in the chart on the back page of this issue shown that almost \$25 million (24,933,000) was paid for employee salaries, wages and benefits. Taxes rose to \$4,187,000. Dividend payments in 1966 totalled \$983,000 for common stockholders and \$105,000 for preferred stockholders.

"We hope for a better year ahead in our Building Materials Group," states President Jenkins, "if the home building industry begins to show improvement. More new houses, more home repairs, would be reflected in higher sales of our building products. If the federal government restores the tax advantages to business firms which buy new machinery and equipment (which seems likely at this writing) sales at the Bird Machine Company will be favorably affected.

"In any event, the year 1967 will call for intensifying our sales effort and simultaneously carrying forward our program of improving plant operations to make them profitable in all areas.

"Management appreciates the cooperation of the many loyal employees who helped contribute to our success in 1966."

Mack E. Roach Appointed Supt. of Chicago Plants



Mack Roach

On March 10 Vice President Philip C. Johnson announced the appointment of Mack E. Roach as superintendent at the Chicago Plants, reporting to General Manager Richard H. Emerson. Mr. Roach has charge of production at both the Roofing Plant and the Felt Mill.

A native of Minden, Louisiana and a graduate of Sweetwater, Texas High School and Texas A. & M. College, class of 1948, he first worked for the U.S. Forest Service in charge of the Santa Rita Experiment Range in southern Arizona. During World War II he served in the Marine Corps and the Navy. He served his country again in the Korean War as hydrographic engineer. From 1952 to 1954 he worked for the Agricultural Research Service on studies involving chemicals in plant systems, plant control systems and utilization of forest products.

His Bird & Son service began in 1954 as a salesman in the San Antonio, Texas, territory, transferring to the Houston territory in 1959.

He is a member of the honorary scientific society of Sigma Xi, the American Society for Oceanography, and Military Engineers. He holds the rank of Commander in the Naval Reserve. Mrs. Roach is the former Eleanor Mary Verrall of Toronto, Canada. There are two daughters, Lea, 15, and Patty, 12.

Wiggins and Dusty

(Continued from Page 1)

Walter Wiggins has been with Bird & Son for nearly 20 years. He was plant engineer and later, superintendent, at Chicago, then served as plant engineer at the Norwood Roofing Plant from 1964 to his recent appointment. He is a member of the American Institute of Plant Engineers, a registered professional engineer in the State of Illinois.

During World War II he served four years in the U.S. Army Corps of Engineers, being discharged in 1946 with the rank of Captain. Before joining Bird & Son in August 1947 he worked for a year as manufacturing engineer with Western Electric in Chicago.

Walter and Flora Wiggins live at 959 Washington Street, Norwood. Their youngest daughter, Darlene, lives with them and attends the Senior High School in Norwood. Marcia, who has worked several summers in the Bird & Son office, attends Lasell Junior College. The oldest daughter, Mrs. Pamela Hoffmann lives in North Miami Beach, Florida.

Mr. Dusty joined Bird & Son in 1950 upon graduation from the University of Maine as an engineer at East Walpole, later becoming development engineer and then project engineer. He has been a section head in the Central Engineering Department since 1962, and for the year and a half prior to that was acting plant engineer at the Floor Covering Plant.

He is a registered professional engineer in the State of Massachusetts. In addition to his B.S. degree in Mechanical Engineering at the University of Maine, George Dusty attended the evening division of Boston University for seven years taking graduate studies in Business Administration and Business Management. He served three years active duty with the U.S. Army Air Force, joining as a private in 1943. He has continued as a reserve officer and now is a major and executive officer of an Ordnance Battalion in Worcester.

In his home town of Wrentham he has served three years as chairman of the Planning Board and has also served terms on the Capital Expenditures Committee and the School Planning Committee. Presently he is a member of the Board of Appeals. His wife, Harriet, is active in the Neponset Choral Society, serving as ticket committee chairman. They have four children: Carolyn, 14, in high school, Laurence, 13, in junior high school and Barbara, 9, and James, 8, in elementary school.

1966 RESULTS COMPARED WITH 1965 RESULTS

(Includes Bird Machine Company Operations)

The total paid to Bird & Son, inc. by our customers in 1966 amounted to \$75,313,000 which compares with a total in 1965 of \$72,703,000.

Here is how those dollars were spent:	1966 Results		1965 Results	
	How Much in 1966	Cents from Each Sales Dollar	How Much in 1965	Cents from Each Sales Dollar
CUSTOMERS — Thousands of them paid for products valued at	\$75,313,000	100.0¢	\$72,703,000	100.0¢
WE PAID —				
GOVERNMENT — for direct taxes	\$ 4,187,000	5.6¢	\$ 3,611,000	5.0¢
MATERIALS, SUPPLIES, etc.	37,280,000	49.5¢	37,488,000	51.6¢
EMPLOYEES — for wages, salaries and all benefits	24,933,000	33.1¢	23,211,000	31.9¢
REPAIRS and depreciation	5,612,000	7.5¢	5,534,000	7.6¢
	\$72,012,000	95.7¢	\$69,844,000	96.1¢
Consolidated earnings	\$ 3,301,000	4.3¢	\$ 2,859,000	3.9¢
PAID TO STOCKHOLDERS — Cash dividends	1,088,000	1.4¢	907,000	1.2¢
BALANCE — reinvested in the business	\$ 2,213,000	2.9¢	\$ 1,952,000	2.7¢

The BIRD REVIEW

Volume 55 No. 5

Published for Bird & Son, inc. employees and their families

May 1967



JOIN THE STAR-SPANGLED FREEDOM PLAN

to all Bird & Son employees and Their Families:

It's human to think of ourselves and our families first. But our country would never have achieved greatness if individuals were motivated by self-interest alone. As Americans, we want to do our part in helping our nation strong, free and secure.

One good way to combine self-interest and patriotic service to our country is to support the 1967 Share in Freedom Campaign for United States Savings Bonds. Many of us are already part of the Payroll Savings Plan which has been in effect at Bird & Son for many years.

This year, during the week of May 22-26, we are conducting a company-wide Campaign to increase our participation. This opportunity, which is part of a nation-wide program, is especially attractive in 1967 because as a bonus, those employees who are buying the regular Series Bonds may also purchase a new type of security, the United States Freedom Share. Freedom Shares are available only in combination with bonds. They mature in 4½ years and have an interest rate of 4.74%.

Your participation in the program is of course, entirely voluntary. However, this is an unusual opportunity to help your country and your own personal, family savings program at the same time. During the week of May 22-26 application forms will be provided at your department. Your foreman will answer your questions and assist you in filling out the form if you wish. All applications will be processed promptly at the Main Office and the branch offices.

I hope you will join this patriotic Payroll Savings Plan, or, if you are already in it, that you will participate in the drive by increasing the amount of your deduction.

Sincerely,

Robert F. Jenkins

President.

See Page 2

F. Lee Russell Named Built-Up Products Mgr. for Southern Divisions

F. Lee Russell



William W. Wright, general manager of the Built-Up Roof Division, announced on March 31 the appointment of F. Lee Russell as Built-Up Products manager for the Southeastern and Southwestern Divisions. In this capacity, he has charge of the built-up roofing sales in both divisions, and will be working very closely with all salesmen and sales managers as well as the general managers.

Mr. Russell has joined Bird & Son after fourteen years of built-up roofing experience with the Barrett Division of Allied Chemical & Dye, and thus is well qualified to guide sales efforts in built-up roofing products. He will work with all salesmen to assist them in expanding the sales of built-up

(Continued on page 2)

Bird Wind Seal "Jet" Is Newest Shingle

The Bird Wind Seal® "Jet" Shingle, introduced in mid-April, is the newest and most exclusive roofing shingle on the market today.

This "Jet" Shingle combines the outstanding features of two other famous Bird Shingles — the Architect Mark 25 and the regular Bird Wind Seal Shingle. Essentially this new product is a shingle without cutouts manufactured with the double surfaced thick butt process which Bird & Son developed nearly 40 years ago and which still cannot be matched for maximum durability and protection.

Here are the outstanding features which appeal both to the home owner and the roofer who applies the shingles:

1. No cut-outs. This gives a clean, uncluttered appearance to the roof.
2. Double surfaced thick butt. This means longer life on the roof and a massive, beautiful appearance.
3. Fast, precise application. It is one of the easiest shingles to apply since there are no cut-outs to be spaced and lined up.
4. Less waste. Experience with the Bird Architect® Mark 25 has shown that there is at least 3% and sometimes

(Continued on page 8)



THE FAST LAYING, SELF-ALIGNING FEATURE of the new Bird Wind Seal "Jet" Shingle is pointed out here. Note the wind seal dots, too, in this all-new, no cut-out, double-surfaced thick butt asphalt shingle now in production.



The BIRD REVIEW

Vol. 55 No. 5

May 1967

me

Published for the employees of Bird & Son, inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of
Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

Freedom Shares?

1. Q. What are "Freedom Shares?"
A. This is the designation given to the Treasury's new United States Savings Notes, now available for purchase along with Series E Savings Bonds.
2. Q. Who may buy Freedom Shares?
A. Any individual who purchases Series E Bonds on some *regular*, formal plan.
3. Q. What do you mean by a "formal" plan?
A. In either one of two ways: (1) on Payroll Savings whereby an employer maintains a plan under which an employee may authorize deductions from his salary or wages; or (2) on a Bond-a-Month Plan whereby a depositor authorizes monthly deductions from an account at his bank. In both cases, Bonds are bought for the employee or depositor with the funds deducted, and the Freedom Share-Bond combination will be purchased in the same manner.
4. Q. What is the interest rate on Freedom Shares?
A. Like Series E Bonds, they are bought at a discount and the increase to face value represents "interest." For Freedom Shares, this will average 4.74% a year when held for the full 4½ years to maturity.
5. Q. Does the same rate now apply to E Bonds?
A. No. E Bonds continue to return an average of 4.15% when held to their seven-year maturity.
6. Q. Can Freedom Shares be cashed before maturity?
A. Freedom Shares may be redeemed after being held for one year. Series E Bonds, of course, may be redeemed after two months.
7. Q. What do Freedom Shares cost?
A. They are issued only in face amounts of \$25, \$50, \$75 and \$100, with corresponding purchase prices of \$20.25, \$40.50, \$60.75 and \$81.00. In other words, they cost 81% of the face amounts.
8. Q. But Series E Bonds cost only 75% of their face values. Why do Freedom Shares cost more?
A. Because they mature in a much shorter length of time — only 4½ years as compared with 7 years for E Bonds.
9. Q. Do I understand that Freedom Shares cannot be bought separately?
A. That is correct. They must be bought in conjunction with Series E Bonds of the same or larger face amounts. For example, a \$25 Freedom Share may be bought with each \$25 E Bond, when on a regular plan. The total price would be \$39.00 (\$20.25 for the Freedom Share and \$18.75 for the Bond).
10. Q. Will Freedom Shares be extended beyond their maturity, as E Bonds have been?
A. No. Under the existing law, there is no provision for an extension.

F. Lee Russell

(Continued from page 1)

roofing, but will be working particularly in educating and instructing the newer salesmen in this growing sales field.

His present headquarters are Birmingham, Alabama, but it is expected that in the near future his headquarters will be at Charleston, South Carolina.

Contributors

The following reporters contributed to the news in this issue: Julia Lewis, Dean Craft, Linda Geiger, Alfred Breen, Barbara Sansone, Ruth Phelan, Jack Reddick, Edmund Cormier, Mary Driscoll, Beatrice Tyrell, Helen Julia, R. W. Pearson, Lucille Sullins, T. D. Blanchard, O. N. Sherburne, Leon Taylor, Robert Zobel, Norman Olson, Moses Bader, Thomas Reynolds, Catherine Brady, William Ford, William Grinavich, Rita Delaney, Richard Ustry, William Mazzyk, Linda Lee, Arline Wilkes, Jo Ann Brown.

Promoted Last Month



Frank H. Vietze
Auditor, Assistant
to Controller



Howard H. Heideman
General Sales Manager
Building Materials Group



Vinyl Products Managers
John V. Fentz and Edward A. Madden



William T. Shaw
Corporate Accounting
Manager



Harold M. Bailey
Tax Accountant



Joseph Zilfi
General Accounting
Supervisor



Michael Moses, Jr.
Foreman, Shoe Carto

Product Seminars Held at Perth Amboy Office

A series of product information seminars have just ended at the Perth Amboy Plant. Given by the sales managers, they served to give detailed, helpful information to sales correspondents and the office force about the products manufactured and sold by Bird & Son.

At the first seminar, Sales Manager C. P. Parker aided by L. J. Szoke, sales service manager, presented the Thick Butt Shingle story, and F. S. Nolte superintendent, gave a comprehensive explanation of the manufacturing operations involved in producing asphalt roofing shingles.

The second seminar, again conducted by Messrs. Parker and Szoke, dealt with roll roofing products and an excellent presentation of built-up roofing.

The third seminar, conducted by Sales Manager T. E. Miller, was on the new Vinyl Products line. This attracted much interest as everyone was eager to become more knowledgeable about these products. Next there was a telephone seminar conducted by the New Jersey Bell Telephone Company which provided many tips to improve our telephone image and service.

And finally, there was a general meeting conducted by General Manager T. E. Downey, Office Manager W. L. Cosgrove, and Mr. Szoke, in which 1967 goals were outlined, with an explanation of how each person fitted into the total picture to achieve these goals. Office rules and regulations, benefits and planned changes were also discussed.

Typical of the replies received on the written reports which each person submitted at the conclusion of the series, are these comments:

"I found the information to be very useful in my job. I learned a great deal

about the materials for which I take orders, thus making it easier to fill and understand the customers' requests." — Alex Bowden, sales correspondent.

"The knowledge I have acquired will be a tremendous help in performing my job to the best of my ability." — Martha Zuppa, traffic clerk.

"I found the seminars I attended interesting and informative. . . . Learning about Bird products gives me a better understanding of what I'm typing. I thought the seminars were a worthwhile experience." — Virginia Tirpak, transcribing machine operator.

Ass't. to Superintendent at Dinsmoore - Lawrence

Philip L. Beaulieu of Methuen, Mass. has been appointed assistant to the superintendent at the Lawrence Plant of the Dinsmoore Division.

A graduate of local schools, he also attended the Marist Preparatory School in Poughkeepsie, New York and joined Dinsmoore on September 6, 1950 as tractor-trailer driver.

After a few years he was appointed salesman. Following four years' service as a representative on the road, he was brought back into the plant as a foreman. This position he held until his recent promotion.

Philip Beaulieu is married to the former Lillian L'Heureux and they have five children: Ann-Marie is now Mrs. Donald Cullum of Hollister, California; Philip Jr. is a veteran of the Viet-Nam war and now a student at the East Coast Aero Tech School in Bedford, Mass.; G. Paul will graduate from Central Catholic this June and will further his education at Lowell Tech; Theresa and Susan both are attending high school.

Mr. Beaulieu is a member of the Industrial Management Club and several other civic and fraternal organizations.

Five At Norwood Roofing Saluted on Their 25th

No. 1 Roofing Machine was where LOCCO PHILLIPS first worked when he started with Bird & Son on April 7, 25 years ago. He stayed here on the pick up job until Uncle Sam called for his services in November 1942.

For the next three years he was in the Navy, serving as a torpedoman, second class, in both the Atlantic and Pacific areas.

Shortly after return to civilian life and to Bird & Son, he transferred in February 1946 to the Kettle House as a tank car man. He was promoted to shift boss in 1960 and still holds this position.

Rocco and Julia Phillips live on Dean Street, Norwood. They have two daughters, Susan and Christine, both students at Norwood High School. He's quite a golfer in his spare time and for two years served as chairman of the Bird Club Men's Golf League. He now is Bird Club chairman of the Tri-Mill Sports activity, and since 1965 has been a director of the Bird Club.

Starting the same day as Rocco, 25 years ago, JOHN GRUDINSKAS has made his career on No. 1 Roofing Machine. Like Rocco, too, he began as a shingle picker, leaving this job to enter the U.S. Army in November 1942. He served until December 1945 with the 420th Field Artillery in the European-African Theater, as a private first class.

Upon return to civilian life he took up his duties again on No. 1 Machine where he presently holds the position of conveyor man. He remembers his first boss, Stanley Phillips, who is now at the Charleston Plant.

John has been a Bird Club bowler for many years and in the summer enjoys clam digging with friends in Rhode Island.

He lives at 820 Pleasant Street, Norwood with his wife, Jeannette, and their son, Dennis, who returned from military service in March and is now employed with D & W Jewelers in Norwood. Their other son, John, is married and living in Plainville and has two children.

FRANK HERMAN is another quarter century man who has made the Norwood Roofing Plant his working home for the last 25 years. Back in the days when Charles Seavey was foreman of the new No. 9 Machine, Frank joined the crew of his machine on April 24, 1942.

He liked the work and it agreed with him, because he shortly advanced to the position of dry felt man and has done a good, faithful job on this work over the many years.

Before coming to Bird & Son he had worked short periods with Winslow Brothers & Smith Co., Plymouth Rubber Co. and Steadfast Rubber Co.

The family home is at 89 Station Street, Stoughton. Here Frank lives with his wife, Sophie, and son, Frank, Jr. who is employed at Industrial Air Co. in Stoughton. Another son, Dennis, is married and living in Roslindale. There are five grandchildren.



Harold Corbett

John Gnecco, Jr.

HAROLD CORBETT, except for his first month of employment, has spent his 25 years with Bird & Son in the Shipping Department of the Norwood Roofing Plant. Starting as a finisher on No. 1 Machine on April 9, 1942, he transferred early in May to a helper's job in Shipping.

He soon learned to operate the electric trucks which were used in the department at that time. Later he became a checker-driver on the new gas trucks; this is the job that he has held down to the present time.

He and his wife, Minnie, live at 1156 Park Street, Stoughton. They have two children. Clifford is married and lives in Attleboro; Jean is also married (Mrs. Araujo). There are two granddaughters.

Four years ago Harold and his wife bought a mobile home and since then have been living in a Stoughton trailer park. They find they like trailer living very much.

On the last day of April, 1942, JOHN C. GNECCO, JR. began his career at the Norwood Roofing Plant. Now a leader in the Cement and Coatings Departments, he started at the Corner Piece Department, transferring to the Insulated Siding Machine a year later.

In 1949 he became a plant guard. From 1950 he worked in Finishing and again on No. 7 Machine, finally moving to the Sample Department, where he remained from 1953 until his move in 1962 to the Cement and Coatings Department where he now works.

The Gneccos make their home at 25 Talbot Avenue, Norwood. At home are Frank and his wife, Florence, and his father who lives with them. They have three married children: Mary, Mrs. Philip Treen, lives in Walpole and has five children; Mrs. Florence Hall of North Easton who has two children, and John of North Attleboro who has three children.

John is a member of the Loyal Order of Moose of West Roxbury. He was president of this local chapter for ten years.



"Do we have an extra cork? Mine sunk!"

TOP OF THE NEWS

MAIN OFFICE

Kathleen Browne of East Walpole recently returned from a week's vacation in Honolulu, Hawaii where she had a happy reunion with her husband who is currently serving in the Marine Corps.

A hearty welcome to the newest member of the Profit Planning Department, David Trudel of Boston. Also welcome to David Murphy of Roslindale who has joined the Credit Department.

Harlan Heere, former supervisor of General Accounting, is now supervisor of Cost Accounting, Paper Division, and Dana Mayo, who formerly held that position, has transferred to the Data Processing Department.

It was good to see Ed Guise, retired Floor Covering and Fibre Box salesman, who dropped by at the Main Office in April. He is looking fine and enjoying his retirement.

FIBRE BOX PLANT AND OFFICE

Arthur J. Bushell, who retired in January, was recently made an honorary member of the Hartford Sales and Marketing Executives. He was president of this club in 1962 and '63.

Douglas W. Sylvia, who is the new Bird & Son sales representative in the Hartford area, has become a new member of the same club.

Congratulations to Mr. and Mrs. Howard Stort on the birth of a baby girl.

Marcel Morin and his wife recently enjoyed a Florida vacation.

Best of luck to Irwin Kamen who has entered military service.

Our deep sympathy to Geneva Surowiec on the death of her sister.

E. WALPOLESHOE CARTON PLANT

It is nice to see Warren Kingman back in the Box Shop office looking well after his recent illness.

We extend our sympathy to Joseph Kelley and to Frances McDavitt, both of whom lost brothers by death recently. Thomas McDavitt was employed at the Norwood Roofing Plant.

Joseph Smelstor's son, Tom, a sophomore at the University of Norwich, was picked as an all-star goalie in the first team of Division II.

We are glad to report that William Duquette is getting along well after his illness and that Joe Blais is doing well too and is now home from the hospital.

Roger Sylvestre is back to work after an accident and looks well.

Three retirees paid us a visit during the month: Bob DeFlaminis, Byard Bennett and Leroy Fullerton. All were looking good and enjoying the "taking it easy" routine.

NORWOOD ROOFING PLANT

John Koval has taken an early vacation, spending it fishing and golfing.

Forrest Clark, son of Forrest Clark, who works at the Norwood Roofing Laboratory, was recently selected as one of two delegates to Boys' State, representing the Holliston, Mass. High School.

The 22nd annual session of Boys' State will be held at the University of Massachusetts in Amherst from June 16th to June 24th. More than 500 high school boys from all over the state are expected to attend. The purpose of the program, conducted by the American Legion, is to educate youth in the duties and privileges of American citizenship. During the nine days on the campus at Amherst the boys will create and operate a government body.

Forrest Clark and his fellow schoolmate are being sent under the auspices of the Charles F. Duford Post American Legion in Holliston.

Congratulations to Leonard and Mrs. Weaver who became grandparents for the first time on April 16 when little Stephanie Souden arrived at the Norwood Hospital. The mother is Len's daughter, the former Judith Weaver. Baby Stephanie is an ad-



"SWAMP BIRDS." This most unusual piece of driftwood was found by Edward Knaus, E. Walpole Maintenance Department, when on a recent trip into the swamp area in Foxboro where the Neponset River begins. Because of low water a large acreage which has been under water for years now lies exposed. The two bird-like figures even have realistic, pointed bills. The wood is cedar and may have been weathering for half a century.

vance 25th anniversary present for the grandparents. Leonard and Frances are celebrating their 25th wedding anniversary on May 16 and plan to fly to Bermuda.

A hearty welcome to the two new additions to the Product Development Department, James Hulme of Pawtucket, Rhode Island and Thomas Gallagher of Foxboro, Massachusetts.

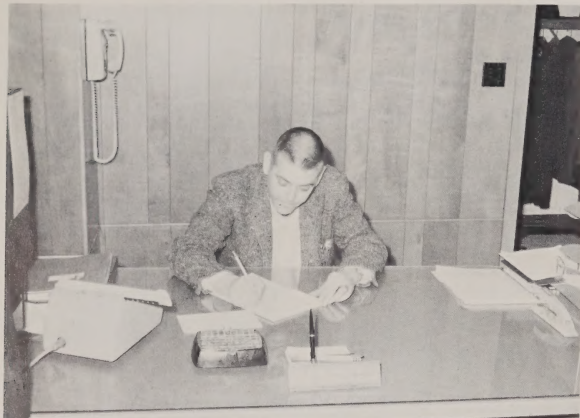
We are glad to see Jim Mack back to work after being on the sick list for some time.

Our belated congratulations to Mr. and Mrs. Anthony Berghelli who celebrated their 25th anniversary on January 25. A party was given in their honor by their daughter, Dianne. As a gift to his wife, Mary, Tony treated her to two weeks in California. Much to their regret the weather was cold and rainy. Sorry about that chief! Tony works on No. 1 Roofing Machine.

(Continued on page 4)

LONG SERVICE LIST

Name	JUNE		Yrs.
	Year	Dept.	
Edward Geraghty	6-26-22	E. W. Maint.	45
Ernest W. Oakes	6-20-27	Paper Mill	40
Mary L. Geary	6-20-27	Office	40
William P. Sullivan	6-28-37	Paper Mill	30
Tony Nado	6-17-42	Roofing	25
Richard J. Carberry	6-26-42	Roofing	25
John C. Rambeau	6-1-47	Office	20
Michael Flaherty	6-2-52	No. 1 Box Shop	15
Irene Woods	6-13-57	Office	10
Dorothy Capachin	6-17-57	Office	10
Elisha F. Cooke	6-11-62	Paper Mill	5
Robert J. Morrisette	6-18-62	E. W. Maint.	5
LEWISTON			
Harold M. Theberge	6-17-57		10
PHILLIPSDALE			
Anton S. Vargas	6-10-22		45
Frank Chickering	6-25-52		15
William H. Parrett	6-4-62		5
CHICAGO			
Rociel Harvey	6-14-57		10
Robert E. Peers	6-1-62	Salesman	5
SHREVEPORT			
Willie L. Smith	6-16-37		30
Lucille Sullins	6-21-37		30
Willie Franklin	6-17-42		25
L. B. McCray	6-17-42		25
Henry T. Ferguson	6-6-52		15
George Dillon	6-4-62		5
PERTH AMBOY			
Joseph Shereyka	6-1-42		25
Ernest Wright	6-1-42		25
James Rollins	6-12-62		5
G. W. DINSMOOR CO.			
George A. Robinson	6-19-22		45



SUPERINTENDENT F. S. NOLTE at his desk in the new office recently constructed for him at the Perth Amboy Plant.

Office-Conference Room, Storage Area Built

Employees at Perth Amboy are proud of the new addition to their office. A combination superintendent's office and conference room has been constructed, with an accordion folding divider between the two areas. There is also a storage area for office forms and advertising literature.

The addition has relieved the congestion in the older office section and provides for a more efficient work flow.

Bruce Woodland Elected Bird Club Treasurer; Ruth Phelan, Secretary

Bruce Woodland, Cost Accounting, was elected treasurer and Mrs. Ruth Phelan, Building Products Product Development Department, was elected secretary at the annual meeting of the Bird Club. Also elected at this meeting held April 11, 1967, were three directors for three year terms: Mary Moylan, Lawrence Pickener (both re-elected) and William J. Geehan, elected for the first time.

Miss Moylan is treasurer of the Credit Union and has served the Bird Club in many capacities for a number of years. Lawrence Pickener, a driver for the W. J. Hill Division, has been a director for some time and has also served as co-chairman of the Entertainment Committee. William Geehan, foreman at No. 1 Box Shop, has not held an elective office with the Bird Club before.

The annual meeting was conducted by President Harold M. Bailey. Reports of the officers and the various committee chairmen were presented. After adjournment at 9:15 refreshments of sandwiches, cookies and coffee were served.

As provided in the Club's By-Laws, the president for the next year will be elected by the Board of Directors at their May meeting.



LINDA WERDANN of the Perth Amboy Office selects advertising materials from the shelves of the new storage area at Perth Amboy.

TOP OF THE NEWS

(Continued from page 3)

MANCHESTER PLANT

A belated welcome to Ernest Vieni who has joined the crew on the Mercury.

Welcome back to Barbara Timko who has returned to work as a set-up machine operator. Barbara worked for Bird & Son when the plant was located at the old building in Manchester.

Edna Harvey has come to work in the office part time and is a very welcome addition to our staff.

It is nice to have Hazel Rybczyk back at work after a period of illness.

Laurette St. Onge is also back at her labelling bench after being absent for some time due to a broken wrist.

We all express our sorrow to Edmond Lussier who lost his wife on the 9th of April after a long illness.

Roger Bisson, Thomas Limskey, Ernest Panneton and Theresa Provencher all took early vacations.

We are sorry to hear that Bea Tyrrell, Review reporter has been ill. We appreciate her loyalty in supplying these news items in spite of her recent ill health.

PHILLIPSDALE PLANT

We express our deepest sympathy to Joao Gomes and his family on the recent loss of his mother.

Congratulations to Daniel and Mrs. Hourihan on their 20 years of marriage. The anniversary was April 12, 1967.

We welcome the new employees who have joined us and hope they enjoy their stay: Frank McArdle and Roland Barratt.



NEW CONFERENCE ROOM, adjacent to the superintendent's office at Perth Amboy. A new salesman, Edward Thompson, left, being indoctrinated by Alfred Jordan, credit representative and Louis Szoke, sales service manager, at right.

Edgar Vatcher foreman of the Wood Department, has just learned that his son, Edgar I. Vatcher has been named production superintendent of the Corning Glass Works in Parkersburg, West Virginia.

The bowling season for Phillipsdale ended on Wednesday, April 13, and the closing highlight was Ray Nolan getting a 189 high single and 460 for high three. Ray now leads the 400 bowlers' club.

The championship for the season was won by the Spitz, with the Greyhounds and Setters tying for second place. High three team was taken by the Dobermans with 1599 and high three team single went to the Beagles with 599. The leading bowlers are:

Ladies:	
High Average, Frances Stewart	102
High Three, Anna Long	359
High Single, Mary Nallen	144
Gentlemen:	
High Average, Edward Boisvert	115
High Three, Ray Nolan	460
High Single, Manuel Rabello	157

WATERVILLE PLANT

This has been the month for injured legs. Employees' sons have had varied accidents.

Raymond Young, Jr., son of our tapersetter, Raymond Young, Sr., received a crushed leg when a fork lift truck pinned him against the wall of his ship while transferring ammunition in the Philippines. A member of the United States Navy, he has been returned to the United States and is presently convalescing at the Portsmouth Naval Hospital in Portsmouth, New Hampshire.

Bill Fahey's son, James, has a badly sprained ankle received while playing volleyball at Winslow High School. His heart is broken as he watches the baseball team practice without him.

Hubert Caron's son, Allen, home on leave from the Marines, accidentally shot himself in the leg with a rifle. We are ever prayerful that his leg may be saved.

A friend from the old Floor Covering

Division, Jim McComb, called on us recently. He reminisced a bit for our benefit. He and Bill Fahey know many of the same people in Walpole. Jim said he would get in touch with Ed Guise, also formerly of Floor Covering, recently retired from Fib-Beth Sales who is now living in Cape Elizabeth, Maine. That should be an interesting meeting.

Jerry Squire has been attending an Institute for Maine Industry at Colby College in Waterville, as a representative of Bird and Son.

At last the snow has disappeared and the green grass needs mowing again!

The fine candid pictures of the Spring outing at the Village Candlelight Inn were taken by Robert Nichols, husband of Gre Nichols, who works in the Waterville office.

BARDSTOWN PLANT

Mr. and Mrs. Norman D. Olson announced the birth of a baby boy, Daniel Norcross 8 lbs. 5 oz. on March 24.

Incidentally, by the time Norman Olson returns for a visit to East Walpole, his friends probably won't recognize him. He is gradually losing his Boston accent. Right now, it is a mixture, but it won't be long before we make a southerner out of him. Maybe not in his habits but in his speech.

Our sympathies to Tim Ritchie on the death of his brother Ronald, who was killed in a car accident.

Some day, we hope to have pictures taken at Bardstown so Review readers can see what their Kentucky Cousins look like.

CHARLESTON PLANT

A freak accident occurred when Mamie Powell cut her finger with an ordinary table knife. Her finger was cut to the bone and required stitches and an operation to restore use. As if this were not enough, on morning on the way to work, Mamie and Barbara Roberts were involved in an accident which slightly injured both and de-

(Continued on page 5)



MEMBERS OF THE CHARLESTON FIRE BRIGADE, very active at the South Carolina Plant. They hold monthly meetings and are instructed in fire fighting techniques.



CHARLESTON PLANT MAKES RECORD and is awarded a Safety Certificate. The Charleston Plant received this safety award on April 10, 1967 from the Asphalt Roofing Industry Bureau. It is recognition of the improvement shown in the disabling accident frequency rate over the preceding year. The frequency rate at Charleston was better than the average of plants in its group.

Back row, left to right: Malcolm MacDonald, Stanley Phillips, Jesse Ulmer, Joe Gilbreath, William Price, Tommie Epting. Front row: Richard Ustry, Calvin Litchfield and William Mazzyk. Behind the award-holders: Ernest Zinkowski and General Manager A. K. Powers hold the award certificate.



REVEPORT ROOFING PLANT honored for safety record. Like the Charleston Plant, this plant has made a fine reduction in the accident frequency rate (from 11.42 to 3.94). This is far below the national average. The result: two awards, one from the Asphalt Roofing Industry Bureau is being held by F. H. May, left. One from the National Safety Council, is being held by Dale Adams and Frank Markham, right. Safety Committee members present for the picture, behind the award-holders: Ray Telschow, Willie Smith, George Walker, Jackie Tipton, Jake Brown, C. F. Chandler, Elton Bamburg, Philip Johnson, J. D. Teutsch, and A. C. Sheppard.

of the small car. Mamie's son, Larry, driver of the car, spent a few days in the hospital.

Congratulations to Teddy Nimmo and his wife on the recent birth of a son; and to Eddie Green and wife on the birth of a daughter.

Arlene Wilkes received a W.I.B.C. Triple core Patch. This patch is earned by bowling three consecutive games of the same score. She also bowled a high game for the team with a score of 188.

We did see a little more of W. S. Kimball, Traffic manager, on his visit than we did R. G. Barnard, Profit Planning, who arrived and left so fast some of us missed him. We hope Mr. Barnard can spend a little more time with us on his next visit. Z. N. Hackney, Dixie sales manager, and Frank Ross, South Atlantic sales manager, are also here for the meeting with Mr. Barnard and we always enjoy the visits from these two gentlemen.

Most of us enjoyed a first meeting with Frank Gory, president of Intercoastal, Inc., Miami, Fla. and Ernie Hufnagel, manager

of Ahrens Materials Inc., West Palm Beach, Florida. They were vastly impressed with their tour of the mill. Bob Popp, Miami salesman, escorted Mr. Gory and Mr. Hufnagel and made us all envious with his Florida sultan.

Malcolm MacDonald, maintenance foreman, won a first, second and third prize at the Camellia Show sponsored by the Coastal Carolina Camellia Society. First prize was for the Trick Tock bloom, second prize the Lady Edinger and third prize, the variegated Firebrand. The Firebrand, incidentally, comes from the lovely garden around Bird & Son's office building.

All of us are quite proud of the landscaping around the mill and, of course, we owe it all to Malcolm MacDonald, who expends a great deal of time and patience plus a green thumb, seeing that all our plants and shrubs get the proper care and attention. We want to thank Mr. MacDonald for a job well done.

Everyone here was happy to have Note Turner back on his job. Note had a very

serious operation and is doing quite well now.

We were told by Jean Damon, correspondent, that Reid Johnson's daughter is quite sick and has recently been hospitalized. We certainly hope she has a fast recovery. Reid is our Georgia salesman.

A. C. Rabon has recently had another attack of arthritis and we hope his recovery is speedier this time.

W. E. Mazzyk, Aaron Carter and Donnie Rabon recently gathered their own oysters for a roast.

Our sympathy is extended to Woodrow Barnhill on the recent death of his sister.

John Burn looked like a typical tanned southerner after his first week-end camping trip this year at Isle of Palms.

If you need some tips on catching fish we suggest you watch Roy Sims Martin. We hear he hasn't caught less than 30 fish on any trip.

Fran Cleveland and her husband went gigging for flounder one night recently and came back to work a little red faced because

(Continued on page 6)

TRY THIS AMAZING NEW SAFETY TEST But read this first!

Printed below is one of a series of "PET" Tests. "PET" (Programmed Emergency Training) gives you the answers to vitally important safety questions . . . answers that could prevent injuries and even save your life!

Try the test below right now! You'll be amazed to find that not only will you probably answer all of the questions correctly, but you will not forget the information!

IMPORTANT! BE SURE TO CUT THE TEST OUT OF THE PAPER BEFORE TAKING IT. BE CAREFUL TO CUT IT OUT NEATLY, AS IT IS PRINTED ON BOTH SIDES OF THE PAGE.

Programmed Learning...Safety Series No. 1-E



Terrible injuries can be caused by lifting heavy weights improperly. Learn how you can make lifting safer and easier.

READ THIS FIRST: You are about to teach yourself what to do in a potentially dangerous situation. Strange as it may seem, you will score 100% in this test, even though you may not have known the answers before! This is called "programmed learning" and is a most modern, startling way of learning information and retaining it! Fill in the blank for question #1 and then turn the paper over for the answer. Then go on to question #2 which appears next to the answer for question #1, etc. We won't wish you good luck. You won't need it!

QUESTION

1

TO PREVENT DROPPING A HEAVY OR BULKY ITEM, BE SURE TO GET A FIRM _____ ON IT AND GET GOOD FOOTING BEFORE LIFTING. WEAR GLOVES IF NECESSARY.

turn over

ANSWER TO QUESTION 2: KNEES

QUESTION

3

YOU'LL FIND THE LOAD EASIER TO LIFT IF YOU KEEP IT CLOSE TO YOUR _____ WHILE LIFTING IT.

turn over

ANSWER TO QUESTION 4: LEGS

QUESTION

5

BE SURE TO KEEP YOUR BACK AS _____ AS POSSIBLE WHILE LIFTING AN OBJECT.

turn over

ANSWER TO QUESTION 6: SAFETY

QUESTION

7

BE SURE TO WALK _____ AND CAREFULLY WHEN CARRYING A HEAVY OR BULKY OBJECT.

turn over

TOP OF THE NEWS

(Continued from page 5)

her seven year old daughter got the largest one.

John Lyons, chemist, is planning a vacation trip to New York. John expressed a desire to browse through some book stores there and also try some of the Yankee cooking in the restaurants.

John Harrison visited the office last week for a few minutes to pick up the caravan trailer for a caravan meeting in Savannah.

Terry Jenkins, traffic manager, is spending his vacation at home fishing.

Congratulations to Dewey Jones of the Granule Plant who has received a certificate from the Technical Education Center in Charleston for successfully completing a 120 hour course in welding.

Gib Marsh and partner have just won the Handball Doubles Championship in the North and South Carolina Tournament.

A sincere welcome to F. Lee Russell our new Built up Roofing Products manager, who will cover the Southwestern and South-eastern Divisions in promoting the sale of Built Up Roofing and Urethane. Lee is temporarily making his home in Birmingham, Alabama. We wish him a lot of success in his new position.

Congratulations to Anthony Hill and his wife on the birth of a fine 10 lb. 8 oz. baby boy who was born on April 9, 1967.

Chuck, ten year old son of Bob Zobel,

Office manager, was very upset last month. Bob and his family were enjoying a fishing trip in Edisto River. Chuck was stringing the ninth Bream when all of a sudden the fish got away! Of course, Chuck was ribbed all day by his two brothers and you must admit, taking home three Bream after catching eleven is rather heartbreaking.

We are happy to see Preston Brooks, Shipping foreman, back after being in the hospital.

Jimmy Norris, messenger, and his band, recently played at a fraternity party in Greenwood.

Jean Brooks went to Detroit, Mich. to visit her son Tommy and his family. Tommy, former Bird messenger, now in the Army will be stationed in Korea.

Visiting Mary Jo Rakoske recently was her niece, Mrs. Cheryl Saxton, and family from Groton, Conn. Cheryl's sons are the only great grandchildren of Mrs. Aldridge, Mary Jo's mother.

The Prudential Insurance Company of America held a President's Citation Dinner in Columbia, S.C. in April. William E. (Bill) Ritter was a conference qualifier. Bill and his wife, Janice of our Billing Department, had a very pleasant evening attending this banquet.

Jo Ann Brown, her husband and two daughters spent a long weekend visiting Cherokee, N.C.; Gatlinburg, Tenn.; Rock City and Ruby Falls, near Chattanooga, Tennessee.



A WINNER! This stock car owned and rebuilt by William Jarrell of the Charleston Plant won first place in two races and fifth in another at the Charleston race tracks.

Gerri Patterson sustained an ankle sprain while stepping from her house trailer. We hope she will be as good as new in the very near future. Gerri also just received the good news that her husband, Johnny, recently graduated first in his class in the basic electronic course at the U.S. Naval Training Center, Great Lakes, Illinois. John previously worked at Bird & Son as a messenger and tow-motor driver.

We welcome David Mishoe to the Bird Family. David will be working in the Lab as a routine tester. We wish him much success in his job.

It's a good thing we were late writing our news this month as it gives us a chance to get into this issue our visit from P. C. Johnson. It's always nice to see him and we hope his next visit will be soon.

SHREVEPORT PLANT

We welcome into the Sales Department, Clifford R. Preddy, new East Texas Territory salesman replacing Burt Pevey who is moving to the Dallas Territory. Cliff was born and reared in Irving, Texas where he now lives, but will move to Tyler very soon. He is a graduate of North Texas State University in Denison and was a salesman for Moore and Company, sash and door jobbers of Dallas. He worked a portion of what is now his territory with us.

Cliff is married and has two children; a pretty little girl, 2 years old and a brand spanking new son, named Allen, born March 30, 1967. We are happy to have Cliff and we know he will have a successful sales career with us.

Carl Futrell has replaced M. E. Roach in the Houston Territory after twelve good years in Dallas and Burt Pevey is replacing Futrell in Dallas and will soon move from Tyler.

Our sincere sympathy goes to Gladys Bryan in the death of her brother, William, of Lake Charles, Louisiana.

Dorothy Furnish, native Kentuckian, is a welcome addition to the Shreveport Office. Mrs. Furnish has made Shreveport her home for the past four years and although she has only been with us for two weeks at this writing, her pleasing personality and enthusiasm in her work, have already made a lasting impression on her co-workers. We hope she likes us as well as we like her and that she will be one of the Bird family for many years to come.

During a recent trip to Lake Charles, Opal Clay and Lucille Sullins enjoyed a brief visit with the Otho Shufflin family. Otho was one of the original maintenance crew when the Shreveport Plant was built and often visits Bird & Son when he is in Shreveport.

In a setting of white Easter Lilies, stock and candle trees, Barbara Ann Loe and Maurice Julian Graham, Jr., exchanged wedding vows at the Broadmoor Methodist Church recently. (See picture) Barbara Ann is the daughter of Mr. and Mrs. Kavut Loe and Julian is the son of Mr. and Mrs. M. J. Graham, Sr., of this city. The bride's father is the Southwestern Division Traffic Manager.

(Continued on page 7)



SHREVEPORT BRIDE. Barbara Ann Loe, daughter of Kavut Loe Southwestern Division traffic manager, was recently married to Maurice Julian Graham, Jr. at Broadmoor Methodist Church in Shreveport.

FOR RENT?

Do you have a boat or summer cottage for rent? The *Bird Review* will publish your listing without charge next month. Send copy (not over 50 words) to Review Editor, Dept. GR by May 2.



Each day the Chicago Tribune shows the picture of the "Flag of the Day" as one of its photo features. Employees at the Bird & Son Chicago Roofing Plant had been waiting several years for the picture of THE flag to appear. The wait ended on Saturday, March 25 when they could proudly show their friends the Tribune with the picture of the Stars and Stripes flying over the plant at 1472 W. 76th Street.



Additional information about lifting

Most back sprains and a great number of internal injuries occur from improperly lifting heavy and light objects. A little thought about the job at hand and these important hints will prevent injuries.

DON'T attempt to lift heavy or bulky objects by yourself. Get help. Most hernias are caused by trying to lift something that is simply too heavy. The average maximum weights which can be lifted safely are 25 lbs. for women and 50 lbs. for men.

DON'T attempt to lift heavy objects if you have a weak heart or high blood pressure or have had lung disease.

DON'T attempt to lift heavy objects by yourself if mechanical devices are available. If you have a winch or a pulley, use it.

DON'T try to place objects, even very light ones, way above your head by stretching. Use a step ladder so you don't have to stretch. This kind of straining even with very light items causes many back injuries.

ANSWER TO QUESTION 1: GRIP

QUESTION

2

TO LESSEN THE CHANCE OF A SPRAIN AND TO INCREASE YOUR LIFTING LEVERAGE, BE SURE TO BEND YOUR _____ WHENEVER LIFTING AN OBJECT.

turn over

ANSWER TO QUESTION 3: BODY

QUESTION

4

LIFT THE LOAD GRADUALLY BY STRAIGHTENING YOUR _____

turn over

ANSWER TO QUESTION 5: STRAIGHT

QUESTION

6

WHENEVER WORKING WITH HEAVY OBJECTS, BE SURE TO WEAR _____ SHOES.

turn over

ANSWER TO QUESTION 7: SLOWLY

vinyl Starter Display ringing New Business

April showers will bring May profits as alert Bird distributors and dealers take advantage of a new merchandising tool now being offered by the Advertising Department. It's a compact starter stock display containing a variety of all of the components of the Bird Solid Vinyl Rain Carrying System.

"Make your own Solid Vinyl Gutter System," the big poster on the top ads. And below it are bins containing sections of Bird Solid Vinyl Gutters and Downspouts, as well as a basic stock of End Caps, Elbows, Gutter Connectors, Gutter Collectors, Outlet Tubes, etc. The starter display package is designed for retail stores or dealers, where a home owner can walk in and see for himself how functional the product is and how easily it can be installed.

tells its Own Story

Each dealer who agrees to carry this minimum stock gets one of the display cases free. It's pre-packaged, pre-assembled, and readily tells its own great low maintenance story. It's only 18" high, 30" wide, and a foot deep.

Dealers have been quick to order a stock of the Bird Solid Vinyl Rain Carrying System to take advantage of its spring promotion to more profits. Solid Vinyl Gutters are new in the market and have great sales appeal, especially to those who have had gutter and downspout trouble during the tough winter just ended. It's a great way for the consumer — and an excellent profit-making item for the dealer.

To back up this merchandising promotion are advertisements in three dealer-trade publications in April, and special product mailers that will be sent to thousands of retail dealers to help promote this new sales tool.



MAKE YOUR OWN Solid Vinyl Gutter System
the invitation on this eye-catching display
now being used by hundreds of Bird dealers
to increase their Spring business.

Party at Waterville



A HAPPY EVENING, at the Waterville Spring Outing held at the Village Candlelight, Skowhegan. Left to right: Mr. and Mrs. Cloyton Paradis, Mr. and Mrs. Carleton Michaud, Mrs. Joel Caron.



AT A NEARBY TABLE were Mrs. Raymond Young, Mrs. Raymond Bourque, Raymond Young, Raymond Bourque, Richard Bourgain, Mrs. Richard Bourgain, Mrs. Greta Nichols.

Thomas J. McDavitt, Sr.

THOMAS J. McDAVITT, SR., 49, of 6 Eastland Circle, East Walpole, died suddenly on Saturday, April 15. He was stricken while at work at the Norwood Roofing Plant and died shortly thereafter.

A Bird & Son employee for 28 years, he joined the Sample Department at Norwood Roofing on March 16, 1939. He transferred to the Maintenance Department in 1942 and since 1945 had been an "A" piper.

Funeral services were held on April 18 with a solemn high mass at St. Mary's Church, East Walpole. Surviving him are his wife, Louise, four children and five sisters. His children are Mrs. Allan Mosley of Beverly, Thomas J. Jr. of California, Edward F. and John F. of East Walpole. His sister Frances McDavitt works at the Printing Department of No. 2 Box Shop.

Many Enjoy "Sorcerer" And Spring Buffet-Dance

Two major events on the Bird Club calendar occurred as this issue was being printed:

On May 4, 5, 6 the big Spring show of the Neponset Choral Society was presented at the Walpole High School Auditorium. This year it was Gilbert and Sullivan's "The Sorcerer," a work not very frequently done. The catchy music and the intriguing plot with its love potions and feats of magic was thoroughly enjoyed by large audiences of both adults and children. The Tuesday dress rehearsal this year was actually another performance, presented to the students of the Foxboro High School.

Leonard Weaver, manager-director of the Neponset Choral Society, sang the role of the vicar; Walter Rockwood was rehearsal accompanist and pianist with the orchestra at the performances.

Tragedy struck a week before the show opened. Neil Peterson of Taunton who was to play the role of Sir Marmaduke Pointdexter, was killed in an auto accident. Ronald Dobson of East Walpole



AT ANOTHER TABLE were Errol Clement, Mrs. Helen Julia, Mrs. Henriella Lane.

took over the part and carried it through with great success.

The other big event comes a week later when the Entertainment Committee presents its Spring Buffet Supper and Dance. This is also a popular event.

Timothy's Caterers will furnish the fine spread of cold meats, Seafood Newburg and dessert. Music for the dancing is by Chuck Domenico and his orchestra, the same group which played for the Christmas dance. The party will be held at the V.F.W. Hall in Walpole.

TOP OF THE NEWS

(Continued from page 6)

After a wedding trip to Dolphine Island, off the coast of Mobile, Alabama, the happy couple will reside in Shreveport where the



THERE WAS DANCING, TOO at the Waterville party. Here are Superintendent and Mrs. William V. Fahey enjoying themselves.

groom is associated with his father in the landscaping business.

On Saturday April 15, five young men from Shreveport had a happy day of fishing at Lake Bistineau in front of the camp of M. O. Madden, one of Shreveport's long distance truck drivers. His son, Lewis and four friends caught 280 bream that day! Others in the party were Garry House (Lewis' cousin), Joe LeGrand, Ernest Wisdom, and Harold Adams.

Someone said that the highway safety problem reminds him of a zoo. A tiger in the tank, hovers under the hood, and a jackass at the wheel.



WHAT FISHING! On a cold weekend recently, J. D. Pharr of Shreveport, his wife and another friend, drove to Lake D'Arbonne, near Farmerville, and in just a few hours caught 104 white perch and 19 big bass. The string of nice fish is just about visible at the bottom of the picture which shows Mr. and Mrs. Pharr with their catch. Lake D'Arbonne is only about three years old; it is 30 miles long and within two hour's driving time from Shreveport.

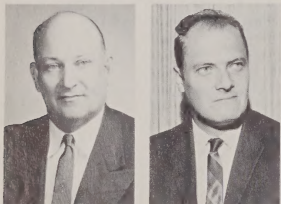
Raymond Flynn Named Shoe Carton Sales Manager

Raymond A. Flynn was promoted to Sales Manager of the Shoe Carton Division on May 1, 1967, following the resignation of Hugh McLean.

A graduate of the public schools in Natick, Mass. and of the University of Massachusetts in 1959, Mr. Flynn joined Bird & Son in September 1961. After two years of sales training and inside sales work in the Shoe Carton Division, he was made a sales representative in New England. Since 1965 he has been sales representative in the St. Louis territory.

Ray and Mary Flynn have been living in Shrewsbury, Missouri. They have a little daughter, Mary Ellen, just 18 months old.

Doderer and Parker Promoted at Paper Mill



Arthur Doderer

H. R. Parker

Two men at the Paper Mill have recently been promoted. Arthur Doderer is now night superintendent of the entire mill and Harry Ray Parker, Jr. has been named tour foreman.

Arthur Doderer has always been a paper mill man from the time he first started in September 1924. From 1928 to 1962 he was machine tender on No. 5 Machine, and from the latter date has been night foreman until his promotion to night superintendent this year.

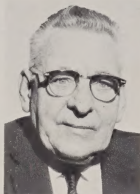
Mr. and Mrs. Doderer live at 21 Alice Avenue, Norfolk. Their son, Arthur, Jr., is making the Army his career. He is married and now lives in Washington, D.C. with his wife and three children. The daughter, Elizabeth Ann, is Mrs. David Buckley of Walpole. David works at the Beater Room of the Paper Mill.

Ray Parker, who has been Beater Room foreman since 1965, joined Bird & Son at the Floor Covering Plant in February 1957. After two months, he transferred to East Walpole as a paper inspector, the job he held until he became Beater Room foreman in August 1965.

He served in the Navy for two years and was a maintenance mechanic for Atlantic Equipment Company prior to joining Bird & Son.

Mr. and Mrs. Parker live on Coney Street, East Walpole with their lively family of six children: Suzanne, 13, Denise, 10, Darlene, 8, Andrew, 7, Sandra, 6, Rhonda, 5.

McLaughlan Retires After Thirty-eight Years with Bird



Robert McLaughlan

BOB (ROBERT) McLAUGHLAN, who retired on March 31, recalls that his first job in the East Walpole area was work on the C. S. Bird estate in the summer of 1928. In September that same year he started his Bird & Son career at the Floor Covering Plant on the old flat bed print machines.

In June of 1929 he transferred to the East Walpole Maintenance Department as a jordan repair man and millwright's helper. In those days he worked under a fellow Scotsman, Andy Urquhart, father of East Walpole Postmaster Ronald Urquhart. There were many strange job assignments in those days such as changing the teeth (cogs) on the old drives on the paper machines. He later became a die maker and a skilled millwright and machinist.

Starting in 1936 he was made the road man to handle the set up and repairs for Bird Shoe Carton Machines, in which job he covered the eastern half of the United States quite thoroughly. His memories of experiences on this job are

New "Jet" Shingle

(Continued from page 1)

as much as 7% or 8% less waste. The same figures apply to the new "Jet" Shingle which has the same installation features.

- The price is right. The slightly higher price of Bird Wind Seal "Jet" Shingles should be offset by the ease of application so that the on the roof cost of the Wind Seal "Jet" could be lower than the installed cost of the regular Wind Seal Shingle.
- Random embossing. This feature is the same as the Architect Mark 25 and just as pleasing in its final appearance on the roof.
- Wind resistant. All Bird Wind Seal "Jet" Shingles have self-sealing thermoplastic dots that effectively seal the roof against even hurricane force winds. This feature has been proven by over ten years' experience with the regular Bird Wind Seal Shingle.

The new shingle is now being offered in all Bird & Son sales markets. It comes in a full line of colors, including Frost Blend, Moire Black, Shadow Green, Meadow Green, Snow White and Slate Blend. It will soon be available at employee prices. Inquire at the Sales Office nearest your place of work for further information.

so numerous, he says, that it would take three books the size of Sears catalogs to tell them all. From remarks made by Vice President Hall at Bob's farewell party, we learned that he not only was a very satisfactory mechanic but a very well-liked goodwill ambassador for Bird & Son.

In 1951 Bob McLaughlan was made foreman at the East Walpole Maintenance Department, the job he has held until his retirement.

He and his wife, Ella, live at 165 Vernon Street, Norwood. Their son, Robert, Jr., is in charge of data processing at the Mary Hitchcock Hospital in Hanover, New Hampshire.

Louis Tower Appointed Asst. Superintendent At Shoe Carton Plant

On April 24 Louis M. Tower, Jr. of Quincy joined Bird & Son as assistant superintendent of the Shoe Carton Plant at East Walpole.

Mr. Tower has had eight years experience as an industrial engineer and has studied management at the Evening Division of Northeastern University. His industrial engineering experience includes two years with Raytheon Manufacturing Company in Newton, two years with Laboratory for Electronics in Boston, and the last four years, since 1963, with Allied Container Corporation in Dedham.

Louis Tower and his wife, Mary, live at 18 Orchard Street, Quincy. They have five daughters: Mary, 11, Jean, 9, Karen, 7, Diana, 5, and Dawn, 3. Mr. Tower is a master sergeant in the Army Reserves, and has served in this reserve unit for the past 15 years.



PLEASANT MEMORIES of a life-time of service to Bird & Son were recalled when Bob McLaughlan retired at the end of March. He and his wife, Ella, being greeted at his retirement party held March 12 at the Floral Steak House. Many of Bob's friends were present. Robert McLaughlan, Jr. and wife, Betty, came down from Lebanon, N.H. for the occasion.

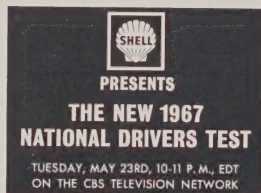
Norwood and Phillipsdale Men Get Extra Awards

Three suggestion winners in April received extra awards of \$25 each for having reached their quota of the money-saving suggestions accepted. Louis DeBaggis, FBM, Charles Solbo, FBPM1, and Russell Weddell, DPM.

Regular award payments were made as follows:

Edward J. Boisvert, Jr. DPP	\$25
William Carr, FBM	25
Louis H. DeBaggis, FBM	30
Elwood Drake, DPM	25
Alfred Gamboa, DPIF	25
Morris W. Perkins, FXA	25
Charles Solbo, FBPM1	25
Russell Weddell, DPM	25
A. L. Murphy, FBB	5
Francis Rooney, FBF	5
Louis Veres, FJPM4	10

Take This Test - May 23



Nearly 80 million viewers have watched the National Drivers Test the past two years — making it the most popular public service program ever carried on a single TV network.

It won the Peabody Award, the Alfred P. Sloan Radio & TV Award, and the National Safety Council Public Service Award.

Now an all-new National Drivers Test for 1967, timed for the week before Memorial Day, will provide one more hour in your life to check your ability at the defensive driving we face today.

Compare your answers with those of a studio audience of motorists, with friends' and family scores, and with correct answers provided by expert drivers.

Note the date on your calendar now; check the local time and channel number in your newspaper or weekly TV guide.

Fill in blanks with T or F (True or False), Y or N (Yes or No), A, B, C or D (multiple choice), or appropriate word. Opinion questions are not scored.

1.	☐	4.	☐
2.	☐	5.	☐
3.	☐	6.	☐

7.	☐	21.	☐
8.	☐	22.	☐
9.	☐	23.	☐
10.	☐	24.	☐
11.	☐	25.	☐
12.	☐	26.	☐
13.	☐	27.	☐
14.	☐	28.	☐
15.	☐	29.	☐
16.	☐	30.	☐
17.	☐	31.	☐
18.	☐	32.	☐
19.	☐	33.	☐
20.	☐	34.	☐

35. ☐

OPINION (NO SCORE)

1.	☐
2.	☐
3.	☐

TOTAL SCORE ☐

The new 1967 National Drivers Test is produced by CBS News, with the cooperation of the National Safety Council, under sponsorship of Shell Oil Company.



The BIRD REVIEW

Volume 55 No. 6

Published for Bird & Son, inc. employees and their families

June 1967

Vinyl Products Sales Mgr. For Southeast is Thomas Laz



Thomas E. Laz

Thomas E. Laz, formerly a sales representative in the Metropolitan District, has been named sales manager, Vinyl Products, for the Southeastern Zone, with headquarters at the Charles-on, S. C. Plant.

Employed by Bird & Son since 1953, Mr. Laz is a native of Walpole, Mass. and attended Bryant College in Providence, R. I. to complete his education. He served with the U.S. Army in the Far East following World War II and was later recalled to active duty during the Korean conflict, serving at Aberdeen Proving Grounds, Maryland.

Prior to joining Bird & Son he was employed in the Inspection Department of the General Motors Plant in Framingham. As part of his early sales training he traveled the Southeastern Division with the Bird Caravan. His first sales territory was in the Middle Atlantic District and since August of last year he has been a sales representative in the Metropolitan District.

Mr. Laz lives at 110 Eagle Street, Emmaus, Pennsylvania, with his wife Rose Marie and their two children, Thomas Michael, 10, and Joseph Adam, 5.

Mr. Laz's new appointment further strengthens the company's marketing organization for Vinyl products which is necessary to provide the management to handle the increased sales now possible with the opening of the plant in Bardstown, Kentucky.

National Recognition for President Jenkins

President Robert F. Jenkins was featured in the April 1967 edition of the *American Builder*, a national publication for builders, contractors, and others in the building and construction industry.

Mr. Jenkins was nominated for Innovator of the Month. The complimentary article said in part:

"Robert Jenkins, president of



FLYING TIGER'S SWING-TAIL CL-44 transport being loaded at Travis Air Force Base, California, for Vietnam. Perhaps some Bird V2 Solid Fibre Boxes are being lifted aboard by this hydraulic 40K loader. As much as 70,000 pounds of cargo can be loaded within half an hour.

BACKBONE OF THE VIETNAM AIRLIFT is the new C-141 Starlifter, the first jet designed for transport operations. Here Vietnamese workers unload a pallet at Saigon's Tan Son Nhut airfield. Ten pallets can be unloaded in 15 to 20 minutes.



Bird & Son, is the man directing his company's development and promotion of plastic building products. Jenkins' faith in the future of polyvinyl chloride, as a building material was underlined earlier this year when Bird & Son began operation of a plant at Bardstown, Kentucky, one of the first devoted solely to production of solid vinyl building materials.

Red Ball Express Rolls to Vietnam

Bird Fibre Cases Carry War Materiel

SCOTT AFB, Ill. — The Red Ball Express, reminiscent of World War II days, is rolling again.

The 1944 version of Red Ball saw a huge fleet of Army trucks high-balling along bomb-pocked roads in France, speeding badly-needed supplies, fuel and ammunition to the combat front.

In order to keep the priority goods moving, General Patton ordered a huge red ball painted on each truck's bumper.

Today, two wars later, Red Ball Express has sprouted wings, delivering highest priority parts and equipment to the front lines in Viet Nam at better than 500 miles per hour.

The 1966 space-age version of Red Ball, instituted as a joint Army-Air Force project, has substituted Military Airlift Command (MAC) jets for trucks, and jet streams for mud roads.

But the red ball is still there, boldly stenciled on the containers and pallets of urgently needed equipment. And its meaning is still clear — top priority!

In the first 75 days of operations, 121 Red Ball missions were flown from the West Coast to Saigon, airlifting nearly three million pounds of war-vital goods.

The great majority of the cargo is being flown by jets, such as MAC's newest cargo carrier, the C-141 Starlifter. Outsized cargo is being handled by such behemoths as the C-133, America's largest transport. In many cases, commercial jetliners — under contract to the global airlift command — are also used, since priority cargo is loaded on the first available west-bound aircraft.

Here's how the system works.

When an urgent need arises in Viet Nam, the requirement is flashed to the Red Ball Express office in Saigon, where the Military Assistance Command, Viet Nam (MACV), relays the order to an Army logistics control office at Fort Mason, California.

The part is then ordered from the nearest supply depot — or the manufacturer, if the part is not in stock — and then rushed to Travis AFB, California.

"The \$2 million plant, according to Jenkins, is part of the company's continuing expansion of its Vinyl building materials division. 'Our sales last year,' he says, 'were limited only by our production capacity.'

While Bird & Son now is concentrating its sales efforts on vinyl siding, it is also pursuing the market for rain carrying equipment and, says Jenkins, has a number of other ap-

(continued on page 2)

(continued on page 2)



Published for the employees of Bird & Son, inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of
Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

Who's The Boss?

Here's a question you could probably ask a thousand working people and never get the right answer. The question is: "Who's the Boss?"

There's only one boss, and whether a person shines shoes for a living or heads up the largest corporation in the world, the boss remains the same. *He's the customer!*

The customer is the one who pays everyone's salary and who decides whether a business is going to succeed or fail. And he doesn't care if a business has been around for a hundred years. The minute it starts treating him badly, he'll put it out of business.

This boss, the customer, has bought and will buy everything you have or will ever own. He's bought all of your clothes, your home, your car, pays for your children's education and your vacations. He pays all of your bills, and he pays them in exact proportion to the way you treat him.

The man who works inside a big plant on an assembly line may think he's working for the company that writes his pay check, but he's not. *He's working for the person who buys the product at the end of the line.* And if the person doesn't like the product he won't buy it, and eventually, if this continues, he'll fire the man on the assembly line. In fact, he could fire everyone in the company from the president on down. And he can do it by simply spending his money someplace else.

This is one of the reasons why taking pride in the work we do is so important to each one of us personally. Aside from the satisfaction that comes from doing an exceptionally good job, it will help get more customers, keep the ones we have, and insure the weekly pay check.

Some companies that once had flourishing businesses are no longer in existence. They couldn't — or didn't — satisfy the customer. They forgot who the boss really was.

— The Norton Spirit

President Jenkins Honored

(continued from page 1)

plications for PVC in the study stage. Jenkins believes PVC will find its way into new products for both the exterior and interior of the house.

"Bird first introduced vinyl siding in 1963, after 12 years of research and development. Since then, say company spokesmen, 'consumer acceptance has been phenomenal.'"



"He's busy right now. Could you call back in a couple of innings?"

Red Ball Express

(continued from page 1)

fornia, the major MAC terminal on the West Coast.

Once the part arrives at Travis, it is routed out on the first available Saigon-destined flight. Because of its top priority, each Red Ball shipment is light-followed on the global system map at MAC headquarters at Scott AFB, Ill.

At enroute Pacific stops, the Red Ball Express has top priority for refueling and maintenance, and the cargo is sped on its way. When an express mission lands at Saigon's Ton Son Nhut airfield, special handlers are on hand to unload the war-vital part quickly and tranship it to the requesting field unit.

The system has worked so well that some items have been received in the field in Viet Nam within 72 hours after having been requested. It used to take weeks.

In the first 75 days of operations, Red Ball missions carried an average of 20 tons a day, with parts ranging from entire aircraft engines to bulldozer carburetors to tiny electronic resistors.

Bird Boxes, made of V2s weather-proof board and sold to many manufacturers for packaging various military items, are undoubtedly making frequent trips to Viet Nam on the Red Ball Express.

But as impressive as it is, Red Ball shipments are only a drop in the bucket, compared with overall MAC airlift support of Southeast Asia forces. In the first three months of 1966, MAC carried 66.3 million pounds of cargo over Pacific routes, a 20 per cent increase over the previous quarter.

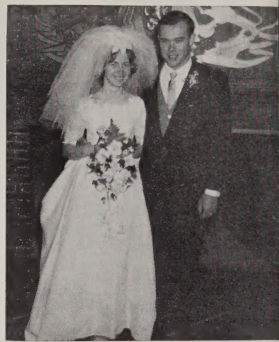
All records went by the boards in March 1966, when 26,586,000 pounds of cargo was airlifted to Southeast Asia, the highest single month total to date. While the bulk of the cargo moved through Travis, other western bases such as McChord AFB, Wash., Norton AFB, Calif. and Kelly AFB, Texas, contributed to the total. Travis broke all records on March 18, in moving 1,026,000 pounds through the terminal in one day. It set a new 24-hour record and marked the first time a MAC port had broken the million pound mark.

Back in 1944, General Patton's high-speed truck route was only a couple of hundred miles long. Today, the priority needs of a quarter of a million American troops are raced along an 35,000-foot high "aerial roadway" some 8,000 miles long.

General Patton would be proud of his Red Ball Express today. It's still doing the job!

When you encounter difficulties go ahead, when there is merit give it to others, learn from those who know more and help those who know less.

Sing in laboratory, Peking University



SPRING WEDDING at Phillipsdale. Merry El-dredge of the Phillipsdale Office became Mrs. Ronald Russell in a pretty wedding ceremony at St. Martha's Church, East Providence.

George M. Wise Retires After 32 Years' Service

GEORGE M. WISE, 169 East Street, East Walpole, retired from the company on April 30, 1967 after 32 years of service.

Joining the East Walpole Maintenance Department as a skilled machinist in February 1935, he became a tool room supervisor at the Shell Department operated in a section of the Floor Covering Plant during World War II. Here the company manufactured 40 mm. shells for the U.S. Army.

After the war he returned to the Maintenance Department and in March 1953 transferred to No. 1 Box Shop as the machinist in charge of repairs to the machinery in that plant. He held this position until his retirement.

Before coming to Bird & Son he had worked 12 years with the New Haven Railroad and has also been employed at the United Shoe Machinery Company in Beverly. He was born in Sherbrooke, Quebec, on April 9, 1900, coming to this country when he was 19.

George has been a prolific suggester. During his more than 30 years of service, he has received awards for 97 suggestions, many of them money-savers. In 1960 he received special recognition of the Best Suggester of the Year, and in 1961, 1963 and 1964 he was named the winner of the award for the Second Best Suggestion of the year; the 1963 award tied with Stephen Gooden of Charleston, both Gooden and Wise receiving the full \$100 check for second prize.

George's health has not been the best in recent months. He spent last winter at Eau Gallie, Florida and will spend most of his retirement time there. In Florida he and Mrs. Wise live near their married daughter, Mrs. Lida Milliken and her two children. The other members of the Wise family include: Rosemary, who has been a teacher in Ohio and who will study for her master's degree at a New England College in September; George, Jr. of Sharon who works at the Bird & Son garage; Philip of Walpole who works at the Norwood Roofing Plant; and Charles of Plimpton Street, Walpole. There are ten grandchildren.

1967 GRADUATES

We salute these high school and college graduates of the Bird family in 1967. At the same time we honor their parents without whose strong support these students could not have achieved their goals.

The name of the parent working for the company appears below each graduate's name.



Genevieve McEntee
Walpole High School
Phillipsdale, Mass.
Genevieve McEntee
Main Office



Kenneth Reddick
Norwood High School
John Reddick
Norwood Roofing



Patricia Ann Flood
Norwood High School
Thomas J. Flood
Paper Mill



Michael R. Carberry
Walpole High School
Richard Carberry
Norwood Roofing



Stanley David Drost
Norwood High School
Stanley Drost
Shoe Carton Plant



William J. Grinavic
Norwood High School
William Grinavic
Shoe Carton Plant



Carolyn Rose
Walpole High School
Employed at
Main Office



Patricia Ann Burke
Melrose-Wakefield
Hospital School
J. M. Burke — Hill
Frances — Main Off.



James M. Burke, Jr.
Walpole High School
Employed — W. J. Hill
J. M. Burke — Hill
Frances — Main Off.



Paul R. Anderson
Oliver Ames High School
North Easton, Mass.
J. Robert Anderson
Main Office



Patricia Ann Hammond
East Providence H. S.
James W. Hammond
Phillipsdale Plant



Thomas Cassidy, Jr.
Norwood High School
Thomas Cassidy
Fibre Box Plant



Susan Ela
Foxboro High School
Lois Ela
Fibre Box Plant
Shipping Office



Thomas R. Furnish
Louisiana Tech.
Dorothy Furnish
Shreveport Office



Joyce Marie Newman
Roosevelt High School
Gary, Indiana
Eddie Newman
Chicago Roofing



Bruce Bader
Roslindale High School
Moses Bader
Central Engineering



Susan Clarke
Walpole High School
Christine Clarke
Main Office



Jeffrey Hixson
Stoughton High School
Walter Hixson
Norwood Roofing



Sandra Marshall
Walpole High School
Renee Marshall
Fibre Box Sales Off.



David P. Cherry
Walpole High School
Hazel Cherry
Fibre Box Sales Off.



Janet Lee Smith
Mt. Lakes High School
Mountain Lakes, N.J.
William J. Smith
Main Office



Lorraine T. Freni
Walpole High School
Salvatore Freni
W. J. Hill Division



James L. Pickner
Walpole High School
Lawrence Pickner
W. J. Hill Division



LaJuana Jo Myers
Fair Park High School
Shreveport, La.
Cephas Myers
Shreveport Felt Mill



Carolyn E. Bareswill
Houghton, La. H. S.
James O. Bareswill
Shreveport Roofing



Merton Greene, Jr.
Conventry, R.I. H. S.
Merton Greene
Phillipsdale Plant



Charlotte Moore
Calumet, Ill. H. S.
Albert Moore
Chicago Roofing

TOP OF THE NEWS

MAIN OFFICE

On May 6 Mr. and Mrs. Carl Smith of Walpole announced the engagement of their daughter, Joanna, to John MacDonald of East Walpole. Joanna attended Chamberlayne Junior College and now works in the Shoe Carton Sales Division. No date has been set for the wedding.

Welcome back to Elsie Ahlander who was absent from her desk in the Treasury Department for several weeks because of an operation. She returned early in June and is feeling well again.

Carolyn Rose who has been a part-time worker in the General Accounting Department graduated from Walpole High School this June. She will be with us full time this summer.

Bruce Woodland, supervisor in Cost Accounting, served his two weeks' annual tour of duty with the National Guard at Camp Drum, N. Y. in Mid-May. No one collapsed from the heat. (They had three inches of snow one morning!)

Among the new faces in the office is Lorraine Freni of Walpole who worked part time in the Billing Department until her graduation from Walpole High School in June and who is now with us full time for the summer. Welcome, Lorraine!

FIBRE BOX PLANT AND OFFICE

A belated welcome to Carmela Borg in the Shipping Department Office. Several girls in the office recently helped her celebrate her 19th birthday by taking her to lunch at Holiday Haven. She says her seven months here have been happy ones. We like her, too!

Congratulations to Mr. and Mrs. Michael Naughton on the birth of a baby boy who weighed in at 7 lbs. 14 oz.

David Cherry, whose picture appears with the June graduates, has been accepted at Eastern Nazarene College in Quincy and will start his freshman year there in September. His mother is Mrs. Hazel Cherry of

the Fibre Box Sales Division and his father is Warren Cherry of New London Mills.

It is good to see Carl Johnson back to work again.

We congratulate Walter Blanchette of the Shipping Department on his marriage to Linda K. Fournier on April 8. The wedding took place in Woonsocket, R.I.

Brynum Vickory spent a vacation week in South Carolina visiting relatives.

E. WALPOLE SHOE CARTON PLANT

We welcome Nancy Ammidown to the office of the Shipping Department.

Congratulations to Mr. and Mrs. Mason Clark on the birth of a baby girl, Denise Marie, born May 6.

(continued on page 5)

Three Men Celebrate Quarter Century of Service



Charles P. Hoard



James W. Hammond

May 13, 1967 was the day on which CHARLES P. HOARD completed his quarter century of work with Bird & Son at the Phillipsdale Plant.

Charlie started work in the Insul Board Mill, working at various jobs until 1950 when he transferred to the Shipping Department. Here he stayed until August of last year when he again transferred to the Cleaning Department.

Mr. and Mrs. Hoard live in East Providence at 195 Brightridge Ave. Their son Peter is married and lives in East Providence.

JAMES W. HAMMOND completed his twenty-five years of service at Phillipsdale on May 25, 1967, thereby joining his brother Alfred in the Quarter Century Club. Al completed his twenty-five years last September. Another brother, Joseph, has a few years to go before he, too, will become eligible for the club.

James Hammond started working as a fourth hand on the Paper Machine before transferring to the newly constructed Board Mill as a beaterman and then inspector.

From September, 1943 to August, 1946 he served in the Merchant Marine, returning after the war was over and taking over again on the job he had left. He worked at various jobs before bidding into the Boiler Room in 1952 where he now works as a boiler operator.

Jimmy and his wife Helen, a former office worker at Phillipsdale, live at 2408 Pawtucket Avenue, East Providence. Their three children are in school. James, Jr. is a junior at Providence College (and has worked at the Phillipsdale Plant during the summer); Patricia is graduating this year from East Providence Senior High School and John is a sophomore at E. Providence High.

Jim, Sr. has served as vice president of Local 878 United Papermakers and Paper Workers A.F. of L.-C.I.O.

When HUNTINGTON T. MONROE reached his 25th anniversary with Bird & Son on May 14, 1967, he recalled pleasant memories of his work in two different departments of the East Walpole Paper Mill and many incidents in his busy life outside his working hours. Some of these he has written down



in his own words for publication here.

He started at the East Walpole Finishing Mill, working most of his career on the big and little slitters, the scorers and the automatic sheet cutter. Since 1963, he has been a cleaner in the Beater Room. Here are his recollections:

"I well remember going down the circular iron steps from one floor to the other at the Finishing Mill on my first day of work. Tap Geary was then the foreman. I started as a helper on the little slitter and worked with Herbert Carr. After working in this department for over 14 or 15 years, I went to the No. 1 Box Shop and operated one of the tapers for a while and then went over and helped on the printer slotter. I have always liked my bosses and got along well with them and my fellow workers.

"My daughter, Lois, is married to a young man who is the minister of the Congregational Church at Manomet (Plymouth). They have an 11-months old daughter, Alison. Being nearby, we see them very frequently.

"My chief interest is with our church group in Norwood — the Evangelical Baptist at the corner of Walpole Street and Berwick Road where our family has had the happiest of fellowship for over 26 years and in whose Billy Graham type of ministry we thoroughly believe. For 25 years I was the organist at this church and still pinch-hit once in a while now.

"I have always been interested in sports, particularly baseball, football and hockey.

"For many years, I have been especially interested in music, particularly piano and organ and will always have a lot of pleasure from playing and attending musical events of all sorts.

"As I look back over my 25 years, one of the most exciting times for me and my wife occurred when she and I were returning from a visit to Bermuda on board the 'Queen of Bermuda' during a very stormy night at sea. About midnight a huge wave hit and the boat sounded as if it was being dragged over a reef as it plunged up and down and shuddered and shook. I really thought it was breaking up, or would shortly do so. Believe me, both Mabel and I prayed for deliverance, and from that time on, the storm grew less and less in intensity. We were some eight hours late in arriving in New York."

Golf Tournament First Phillipsdale Spring Event

Many thanks and congratulations are due the committee which arranged a most enjoyable day of golf and fun at the Norton Country Club on April 30. There was a total of 48 golfers, or would-be golfers from the Phillipsdale Plant.

Handicaps were figured, but because it was so early in the season, scores were a bit out of line. Names of everyone present were put in a hat for a chance at prizes. Among the several guests were two retirees, Everett Rockwood and Anthony McBride, who were both surprised by getting their money back!

Special prizes were awarded as fol-



COMMITTEE ON ARRANGEMENTS for the pleasant day of golf enjoyed by the Phillipsdale employees on April 30: Left to right: William Kanoski, Manuel (Bill) Rebello, John Arruda, Clarence Pierson. Darrell Pierson, in back, was a player but not on the committee.

lows: Ben Pino for the shortest drive; a guest, Jimmie Batista, for the longest drive on the first hole; pro William Kanoski for closest to the hole on the 6th green; guest William O'Toole, closest to the hole on the 3rd hole; Everett Rockwood, longest putt on the 9th green.

The committee in charge of this very successful day were William Kanoski, Manuel Rebello, John Arruda and Clarence Pierson.

Softball Team Organizes; Weekly Games in Sharon

Manager Kenneth Virtue announced that 18 men had signed up for the Bird & Son Softball team organized early in May. Rained out on their first practice night, they eventually organized and began play on May 29 in the same local league as last year's team joined.

Weekly games are scheduled at the Ames Street Playground in Sharon each Monday this summer through August 21. The other teams in this informal league are from Metal Bellows, Worthington Controls, Nexus and Robert Shaw.

John E. Johnson

JOHN E. JOHNSON of 58 East Cross Street, Norwood, retired Bird & Son painter, died Saturday, May 13 at Norwood hospital at the age of 80.

Starting first in August 1918 as a helper on the trucks at East Walpole, he left for other employment in 1919 and returned for his continuous service with Bird & Son on July 22, 1921. From that time until his retirement December 31, 1954 he was one of the skilled painters in the East Walpole Maintenance Department.

A past president and treasurer of Runeberg Lodge, he was a member of the order of Vasa.

Funeral services were held May 16 at the Emmanuel Lutheran Church in Norwood. He is survived by his wife, Ester, a daughter, Mrs. Ethel Balduf, and a son Edmund Johnson both of Walpole, a brother, Arthur Johnson of Walpole, two sisters, Mrs. Edith Sundquist and Mrs. Agost Kallstrom both of Norwood and 8 grandchildren.



MUTUAL CONGRATULATIONS! Ben Pino, left, and Everett Rockwood, right, congratulate Rocky's prize-winning putt (longest on the 9th green) was as long as Ben's record for the shortest drive!

Spring Bulbs Offered Through Bird Club

More than 40 requests for Spring Flowering Bulb orders have already been received by Chairman Alex MacIntyre. As of June 1st 20 orders had been returned, with more arriving each day.

This offer of Dutch bulbs at special prices has been a Bird Club program for several years, and is always heavily subscribed. There's still time for you to place your order. Tulips, hyacinths, daffodils—special collections to suit every taste are available. Return your slip NOW to Alex MacIntyre at the East Walpole Fibre Box Plant Office. When he receives your request you will be sent an order blank and a brochure describing the varieties and listing the prices. Return both the brochure and the completed order form to him at FX1.

ALSO, Mr. MacIntyre requests that if you are now in possession of a brochure describing the bulbs, please return this brochure to him as soon as possible. These full-color descriptive catalogs are needed to circulate to others who have not yet ordered.

The deadline for placing orders is August 25, 1967.



INSTALLED as Worthy Matron, Helen Tohosky, telephone operator was installed as Worthy Matron of the Samoset Chapter No. 109, Norwood, Order of the Eastern Star on April 15. She recently attended the Grand Chapter session held in Springfield, Mass. May 11, 12, 13, at the Springfield Auditorium.

TOP OF THE NEWS

(continued from page 3)

Mr. and Mrs. Martin Fisher were given a surprise party at their home on April 18 on the occasion of their 25th wedding anniversary. The party was arranged by their children.

Dan Hurley has just purchased a 16 foot speed boat and is waiting for warmer weather to do some water skiing and pleasure boating.

A Bouquet for The Editor

The following communication was received by me just before publication of this issue. I have asked that it be published.

J. J. Murphy, Advisor
The Bird Review

As the modest model of dignified efficiency, the editor of the Bird Review does not receive in print the credit frequently due for his many acts of generous service. Whether at work or in his numerous activities in church and community life, Ed Grout has proved many times over his integrity, loyalty, and reliability.

Ed's dignity and efficiency sometimes cause people to forget he's not a machine, but as human as the rest of us. A chink in his armor is revealed on occasion as he kicks up his heels in the Gilbert and Sullivan operetta. But it gratified us all to see the girls line up to give Ed an affectionate kiss at the last party following the last night of "The Sorcerer." It all began when Harriet Dusty said "Tonight's the night all the girls give Ed a kiss," and Ed, basking in the contented feeling that follows a successful show, gave a big grin and said, "When?" That started it. The reception line was spontaneous and enthusiastic.

Not all the tokens of the esteem of Ed's friends would be as exuberant as this. However, this is an appropriate time to express our feelings and acknowledge that "he's a jolly good fellow" and a real great guy to have around.

Leonard Weaver

Mr. and Mrs. Alfred DeFlaminis were given a surprise reception by their son, John, at the Twin Lantern Restaurant in Foxboro on the occasion of their recent 25th wedding anniversary.

Congratulations to Ed Carr for his upset victory over Dan Hurley in the golf match of the spring. Ed Carr was coming down with a heavy cold and the last few holes didn't care whether he hit the ball or not, but he won anyway.

Linda Farris, the daughter of Stuart Farris, was the winner of the Boston University German recitation contest held in Boston on April 29. She competed with others from seventeen area high schools to reach the semi-finals. Her performance was judged on pronunciation and dramatic presentation. She won a cash prize and a book commemorating President Kennedy's visit to Berlin.

NORWOOD ROOFING PLANT

Edmund Cormier took an early vacation last month and spent it catching up on work projects around his home.

We welcome Kathleen Rafuse who is filling in at the plant office for the summer months.

Nick Radzwill and Richard Carberry are among those taking early vacations.

We are glad to report that Patricia Buckas of the plant cafeteria is out of the hospital and doing well. She has been on the sick list for some time but we hope she will regain her strength quickly and be back with us soon.

PHILLIPSDALE PLANT

Merry Eldredge employed at the Phillipsdale office, recently became the bride of Ronald Russell. The wedding ceremony took place in St. Martha's Church in East Providence with a reception following at the Falstaff in Seekonk, Mass. Following a trip to Florida the couple will live in Riverside, Rhode Island.

Congratulations to Joan Pierson (who works in the Phillipsdale office) on her engagement to Dick Anthony. A June wedding is planned.

On May 10th the annual Vocational Agricultural Field Day was held at the University of Rhode Island. More than 225 students from seven Rhode Island vocational high schools competed for prizes for excellence in agricultural skills.

Among the top winners was Merton Greene, Jr., son of Merton Greene of the Shipping Department. Young Merton walked off with two gold medals, one for showmanship and the other for grafting. His school, Coventry High School, took home the grand team trophy for ranking highest in all contests during the day.

Merton will attend the University of Rhode Island this fall, majoring in agriculture.

(continued on page 6)



IT JUST DOESN'T FIT ANYWHERE. I THINK YOU'D BETTER EXCHANGE IT FOR LAWN SEED.

Louis Tower recently joined Bird & Son as assistant superintendent at the Shoe Carton Plant.



Raymond A. Flynn who was promoted to sales manager of the Shoe Carton Division last month.



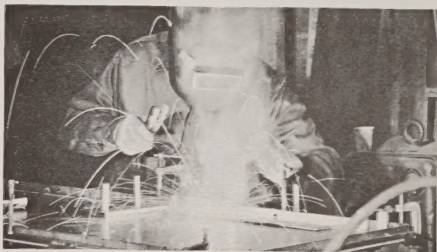
TRY THIS AMAZING NEW SAFETY TEST But read this first!

Printed below is one of a series of "PET" Tests. "PET" (Programmed Emergency Training) gives you the answers to vitally important safety questions . . . answers that could prevent injuries and even save your life!

Try the test below right now! You'll be amazed to find that not only will you probably answer all of the questions correctly, but you will not forget the information!

IMPORTANT! BE SURE TO CUT THE TEST OUT OF THE PAPER BEFORE TAKING IT. BE CAREFUL TO CUT IT OUT NEATLY, AS IT IS PRINTED ON BOTH SIDES OF THE PAGE.

Programmed Learning...Safety Series No. 1-F



On the job eye protection is vitally necessary. To avoid serious eye injuries... what would you do?

READ THIS FIRST: You are about to teach yourself what to do in a potentially dangerous situation. Strange as it may seem, you will score 100% in this test, even though you may not have known the answers before! This is called "programmed learning" and is a most modern, startling way of learning information and retaining it! Fill in the blank for question #1 and then turn the paper over for the answer. Then go on to question #2 which appears next to the answer for question #1, etc. We won't wish you good luck. You won't need it!

QUESTION

1

WITH GRINDERS AND OTHER LIGHT POWER TOOLS, PROPER FITTING, WITH ADEQUATE SIDE PROTECTION SHOULD BE WORN.

Turn over

ANSWER TO QUESTION 2:

QUESTION

3

MOLTEN METAL IS DANGEROUS. A MASK SHOULD BE WORN TO PROTECT YOUR ENTIRE

Turn over

ANSWER TO QUESTION 4:

QUESTION

5

FOR WELDING AND OTHER OPERATIONS DEALING WITH VERY INTENSE LIGHT, PROPER GOGGLES WITH EXTREMELY DARK SHOULD ALWAYS BE WORN, NO MATTER HOW QUICK OR SIMPLE THE JOB.

Turn over

ANSWER TO QUESTION 6:

QUESTION

7

EVEN OUT OF DOORS WORK MAY REQUIRE SOME SORT OF EYE PROTECTION AGAINST THE OF THE SUN, WIND, OR DUST.

Turn over



JOE MEETS THE LAWMAN. While visiting his son, John, in California, Joseph Borges, retired Phillipsdale employee, had the pleasure of meeting this TV celebrity at John's home. Left to right: Joseph Borges, John "lawman" Russell, John Borges. John Borges is an ex-machine tender from Phillipsdale who now lives in Santa Clara, California.

TOP OF THE NEWS

(continued from page 5)

CHICAGO ROOFING PLANT

Mr. and Mrs. Roger Sumner took an early vacation (in April) to journey to Walpole, Mass. to attend the wedding of a niece (Charles Sumner's daughter). They also visited Roger's brother, Warren, in Hartford, Conn. Roger reports that they had a fine time despite the fact that it rained every day.

There was great rejoicing in the home of Mr. and Mrs. Ray Gusick on April 14th for that was the day John "Chip" Gusick arrived home from service in the Army in Vietnam.

Congratulations and all good wishes to Mr. Fuller, Mr. Heideman, and Mr. Pikes on their new assignments.

At this writing the remodelling in the office is going along at a good pace and very soon the whole delightful color scheme will be revealed.

SHREVEPORT PLANT

It's that time of the year again and Shreveport is all a-buzz with the Holiday in Dixie Festivities. As we have said before, everyone joins in and has fun during this week. . . . The accompanying pictures



WIND SEALS ON THEIR WAY. Driver Jimmy Youmans of Charleston looks as happy about driving the truck as the Charleston Sales Department is happy to see it loaded with Bird Wind Seal Shingles, ready to leave on its first trip to Intercoastal, Inc. at Miami, Florida.

witness for a few of our employees and their families.

The photographer for this occasion was Adara Glynn Taylor, daughter of Leon Taylor of the Traffic Department. Leon was called out of town because of a death in the family and his eleven-year-old daughter filled in as the camera department for him and did an excellent job, we think. . . . The celebration was opened with Sunday afternoon car races in which Marvin Green drove car No. 4. This was an open competition race with 33 contestants, and although in the picture he looks pretty well fenced in, Marvin came in first and has a picture to prove it — he is waving the flag as his car slowed down. Marvin has been racing for the past three years, has won several times and has had quite a lot of publicity via TV and newspapers here and in the neighboring towns where he has raced.

Willard Furnish, in the square dance picture is past president of the Dixie Landers and was Chairman of this Holiday In Dixie gala event.

Shreveport has now installed the new bookkeeping system and along with the new department, Profit Planning, comes a new member to the Bird Family, Johnnie Sellers, Miss Sellers came to us from the Finance

Commissioner's office in Bossier City, Louisiana. Although there is a vast difference between politics and the manufacture of roofing, with only a minimum of training, she has been able to master the situation in record time. We are glad to welcome her to the Shreveport Division and hope her stay with us is a long and happy one.

(continued on page 7)

An Invitation

A "Bavarian Bierstube" featuring German food and music, dancing and entertainment, will be held at the Boston Center for Adult Education, 5 Commonwealth Ave., on Sat., June 24, at 7 p.m.

Bird & Son employees are cordially invited to attend this gala affair which will include an authentic German dinner, free beer and door prizes.

Highlights of the program will be Dave Ellis' "Oompah" band from Brockton and Jack Parmley, well-known guitarist. There will be dancing and group singing in the Center's beautiful ballroom.

The festive event is sponsored by the Activities Committee of the Center — a volunteer group. Tickets for the evening are available at the Center on or before June 16 at \$3.00 per person and at \$3.25 per person after this date. For further information, phone 267-4430.

ON THE WAY TO EXPO '67

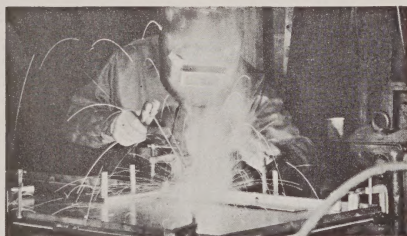
Charles J. McLaughlin, retired from Phillipsdale, and his wife, Bernice, operate the Columbia Lodge and Cabins on Route 3 in North Stratford, New Hampshire — not far from the Canadian border.

Charlie writes: "Anyone going to Expo '67 will find this a very convenient stop."

Business cards are on file at the Credit Union and the Phillipsdale Plant office. The telephone of Columbia Lodge is Colebrook 603-237-5302.

There are three classes of people: (1) a few who make things happen; (2) a fairly large group who watch them happen; and (3) a big majority who have no idea what happened.

Recipe for dressing a baby: Get hold of a button and watch until the buttonhole comes round.
Helen Howe



Additional information about eye protection

Your eyes are one of your most valuable possessions and should never be neglected. Most eye injuries could be prevented or at least minimized by using common sense and care.

Here are a few DO'S and DON'TS to help you protect your eyes.

DON'T attempt to treat your eyes or allow anyone but a doctor or nurse to treat them. Above all never try to remove splinters or other objects imbedded in anyone's eye. Rely on a doctor or nurse, only.

DON'T delay getting medical help if you sustain an eye injury.

DON'T work without adequate lighting.

DO have your eyes examined periodically.

DO work on pipe lines or tanks from above not below. If a leak should occur, the chemical will drip on the ground—not on you.

ANSWER TO QUESTION 1: GOGGLES

QUESTION

2

FOR MORE DANGEROUS OPERATIONS SUCH AS HIGH SPEED MILLING AND RIVET CUTTING, HEAVIER PROTECTION IS NEEDED SUCH AS MESH.

ANSWER TO QUESTION 3: FACE

QUESTION

4

IF A CAUSTIC CHEMICAL SHOULD COME IN CONTACT WITH THE EYES, WASH THEM IMMEDIATELY WITH WATER. ONLY DO NOT RUB THEM. MEDICAL HELP SHOULD BE CALLED IMMEDIATELY.

ANSWER TO QUESTION 5: LENSES

QUESTION

6

FOR PROTECTION AGAINST LARGE FLYING OBJECTS IN OPERATIONS WHERE MAXIMUM VISION IS NEEDED, GOGGLES WITH STRONG YELLENSES WITH SIDE PROTECTION SHOULD ALWAYS BE WORN.

ANSWER TO QUESTION 7: GLARE

QUESTION

7

FOR PROTECTION AGAINST LARGE FLYING OBJECTS IN OPERATIONS WHERE MAXIMUM VISION IS NEEDED, GOGGLES WITH STRONG YELLENSES WITH SIDE PROTECTION SHOULD ALWAYS BE WORN.

LONG SERVICE LIST

JULY

Name	Year	Dept.	Yrs.
Herbert A. Schaier	7-5-22	Office	45
Herman T. Barker	7-18-27	Paper Mill	40
Mary E. Kelley	7-14-37	Fibre Box Plant	30
William H. Grazado	7-20-42	Office	25
Anthony Mackun	7-26-47	E. W. Maint.	20
John B. Kuszyński	7-7-52	Shoe Carton Plt	15
John J. Leston	7-28-52	Paper Mill	15
Hazel C. Cherry	7-8-57	Office	10
Robert L. Mycye, Jr.	7-9-62	Shoe Carton Plt	5
Raymond F. Chapman	7-16-62	Paper Mill	5

LEWISTON
Theresa Langelier 7-15-37 10

MANCHESTER
Laurette A. St. Onge 7-7-52 15

PHILLIPSDALE
Robert Boisvert 7-30-62 5

CHICAGO
Floyd Lee 7-18-37 10
Jodie Riles 7-23-62 5

CHICAGO FELT MILL
John A. Majchrowski 7-2-62 5

SHREVEPORT
Richard N. Potter 7-7-37 30
Grace Fuller 7-20-37 Office 30
Robert L. Jolley 7-26-47 20
Ernest C. Welch 7-26-57 10
Billy E. Curtis 7-5-62 5

PERTH AMBOY
Walter Cegelski 7-8-42 25
James J. Donohue 7-16-62 Salesman 5

BM Wins Men's Bowling; banquet at Red Barn, Millis

When the results were tabulated from the final night of Men's Bowling on Wednesday, May 17, it was Team FBM in first place; Team FX2, second; and team EMW, third.

FB Team was in fourth place, A in fifth, three were tied for 6th slot: EM, BW, and Hill; Then followed the remaining teams, DF, AT, K, and FF.

Three men tied with a 147 for high angle: Moses Bader, Thomas Gugliotta, and Paul Johnson. They've held it since March without a challenger. Nobody came near John Amber's High three String score of 413; Thomas Gugliotta in second place was only 389. Team DF won the High Team Single of 609; and Team FBM won the High three String with 1664.

Final averages of those over 105 were:

Name	Team	Average
Thomas Gugliotta	Hill	111.4
Moses Bader	EM	109.3
Ermando Croatti	FBM	109.1
John Amber	FBM	107.7
Angelo LaSalvia	DF	106.5
Joseph Purpura	FBM	105.6

Prizes were awarded and a fine social evening enjoyed at the annual banquet on May 27 at the Red Barn in Millis. The Girls' Bowling Team joined the men for this year-end party.

Charleston Man Wins Extra Suggestion Award

Wattie Smith of the Charleston plant was awarded an extra \$25.00 under the Suggestion Plan last month for having made three money-saving suggestions accepted.

Regular awards paid in May were:

Paul Brown, FKW	\$25
Louis H. DeBaggis, FBM	25
Anthony Klosieski, DMPMS	25
Wattie Smith, FKM	25



ANY GIFTS FOR ADELE WITTENBERG, Perth Amboy Office, who left on April 28 to await the arrival of the stork. Happy Adele is at the desk. To her left: Virginia Tirpak, Martha Zuppa; at the right: Fern Gordon, Edna Giordan and T. E. Downey, presenting a gift.

TOP OF THE NEWS

(continued from page 6)

We were happy to read in the local paper the following article: Two Shreveport sisters, Mary and Alice Harper, have been selected members of the Scotch Guard at Louisiana State University. The two LSU coeds, who are the daughters of Mr. and Mrs. Albert G. Harper of 517 Woodbine Drive, are freshmen at the university and members of the Chi Omega social sorority.

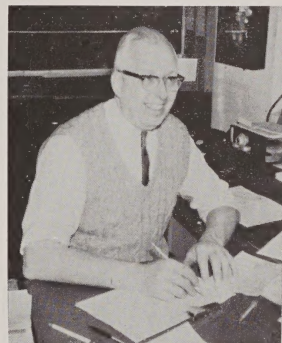
Lajuana Jo Myers, daughter of Cephas Myers, Felt Mill foreman, has just graduated from Fair Park High School. She plans to attend the new Louisiana State University Branch opened in Shreveport recently.

Thomas R. Furnish, who graduated from Louisiana Tech at the end of May received a degree in Industrial Management. His mother is Dorothy Furnish of the Office.

We welcome J. A. Partian, J. M. Ayers, L. D. Allen and C. Armstrong to the Shipping Department. We hope their stay will be a long and happy one.

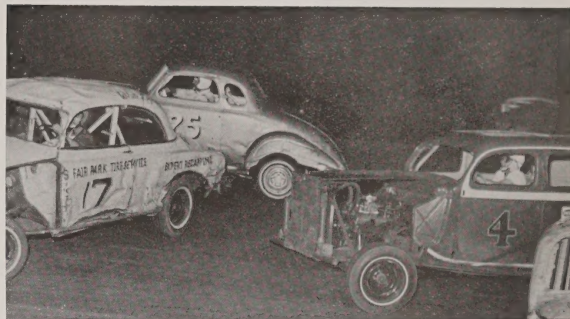
Ernest Hayes is on his way to recovery from an operation. He is recuperating at his home in Coushatta and will be back to work by the time this is in print.

The weather has slowed fishing down. However, some are still having good luck on bream and crappie. Bass fishing this spring has been below normal. With daylight saving time in effect, things should pick up in the next few weeks.



VACATIONING IN EUROPE. Albert Boonstra, manager at W. J. Hill, and his wife, Sophie, have been enjoying six weeks in Europe, celebrating their 30th wedding anniversary. This picture of Al was taken at his desk in the new W. J. Hill office.

Holiday in Dixie - 1967



MARVIN GREEN, Shreveport Sample Department, in Car No. 4, seemingly fenced in here, finished first in the car races which opened Shreveport's Holiday in Dixie festivities.



CLOWN UNIT of El Karubah Temple in the Pageant Parade, part of the Holiday in Dixie Festival at Shreveport. Edwin Sompoyrac of the Shreveport Office is the Keystone cop, the clown is John E. Evans, Sr., father of Shreveport's sales service manager.

W. J. HILL

Al and Sophie Boonstra have been enjoying a European holiday in celebration of their 30th wedding anniversary this year. First they flew to England (London) to visit their son, Albert, who is in the service and stationed there. Then they went to Holland to visit relatives during the height of the tulip season; next they planned to travel in Germany, and finally return to New York aboard the Queen Elizabeth. Al, who has travelled all over the world as an employee on the Holland-American Line, said it was going to be a special pleasure to travel as a passenger and let others wait on him!

Michael Burke (J. M. Burke, Jr.) who has been working part time as a cleaner during off hours from school, graduated from Walpole High School this month. (See June Graduates pictures) His mother, Frances Burke, works at the Main Office and his father, Jim, is employed here at W. J. Hill.

The Burke's daughter, Patricia Ann, whose picture also appears with the June graduates, is graduating from the Melrose-Wakefield Hospital School of Nursing and will work at the Veteran's Hospital in Jamaica Plain.



DO-SI-DO QUEEN on the Square Dance Floor at the Holiday in Dixie Festival is Dorothy Furnish, Shreveport Office, shown here prom-nading with her husband, Willard.

Contributors

The following reporters contributed to this issue: Dean Craft, Lorraine Maltbey, Alfred Breen, Ruth Makarian, Barbara Sansone, Catherine Brady, William Ford, Edward Masalsky, William Grinovic, Ruth Phelan, Mary Driscoll, Beatrice Tyrrell, Robert Pearson, Virginia O'Brien, Lucille

Sullins, W. L. Smith, Ora Miller, Robert Zobel, Moses Bader, Thomas Reynolds, Julia Lewis, William Grazado, Lawrence Pickener.

The most fashionable bathing costumes are made of dark blue flannel. Seven yards will be sufficient.

LADY'S NEWSPAPER (London) 1863



BIRD CLUB HOSPITAL SHOW, entertainers and members of the Emblem Club of Norwood, taken at the final show of the season on April 25 at Chelsea Soldiers' Home.

Front Row: Ernie Martins, John Wilson, Ellen Rose, Carol Blizard, Jerry Norton (M.C.), Julia Lewis, Mary O'Malley and Barbara Wiik.

Second Row: Steve Ahern, Frances Maddocks, Stan Allen, Steve Burrati, Jim Lightbody, Judy McGrath and Eleanor McGrath.

Back Row: Ted Najo, Tony Valeri, Bea Patnaude, Carol Gromelski, Chick Webber, Nancy Buck, Buddy Gordon, Noreen O'Malley, Don Ahern, Judy Ekholm, Irene Wiik, Bill Grazado, Irene Gromelski, Jennie Schofield, Janice Czyryca, Doris Lasky, Louise Bell, Julia Delaney, Agnes Utkora and Ella Wenzel. Missing from the picture are: Dora O'Malley, Jean Lowe, Ruth Phelon, Louise Conti, Joe Tomaso and Audrey DiTomaso.

Grateful Hostess Thanks Bird Club Entertainers

"Dear Mr. Grazado — The Stage Show sponsored by your group, The Bird Club, in the Martin Auditorium of Soldiers' Home on Tuesday evening, April 25, 1967, was thoroughly enjoyed by the veteran patients and members.

"Good, wholesome entertainment is hard to come by and we realize the time, effort and labor involved in preparing and putting on a show of this sort; but, were it possible to have them tell you of their enjoyment of the show, I am sure you would realize your efforts and work went a long way in cheering up the patients who quite often feel forgotten."

This letter, received a few days after the final Hospital Show of the 1966-1967 season, was signed by Mrs. Teresa Hallock, director of Volunteer Services

for the Chelsea Soldiers' Home. In a few words it sums up the wonderful contribution of the entertainers and the deep gratitude of the patients for whom the troupers performed.

This was the last of seven shows, closing a very successful season for this fine Bird Club activity. Co-chairmen for the group are William Grazado and Julia Lewis, assisted by Ruth Phelan and Louise Conti. Also contributing to the pleasure of the hospital patients, were the tasty refreshments served at each show by members of the Norwood Emblem Club No. 55.

"We hope Bird Club members and their families who have entertainment talents will sign up with us in the Fall," states Chairman Bill Grazado. "Although we expect many of our regular troupers back next season, we always welcome newcomers who can contribute their talents to make a good show still better."

Many Buy Circus Tickets: Big Day for Children

One of the Bird Club's annual and most popular entertainment features is on the calendar again — the Ringling Bros. and Barnum and Bailey Circus at the Boston Garden. The 100 tickets available at special Bird Club prices were well spoken for before the deadline on May 29.

The big day for the Bird Club children and their parents is Saturday, June 10 — a 10:30 A.M. show. This is the 97th season of the Greatest Show on Earth — full of the same kind of thrills and spectacles that thrilled dad, grandfather and great-grandfather! There are spectacular acts from many parts of the world, some of them seen for the first time in America.

Arrangements were made by Thomas Reynolds, Special Activities chairman. Harold Bailey was in charge of tickets.

Unusual Record Brings Scholarship to Bob Nalette

Robert Nalette of Manchester, New Hampshire, son of Alfred Nalette who is a Mercury operator at the Bird-Manchester Plant, has received a most unusual honor. He was one of 10 scholarship winners in the United States and Puerto Rico, selected by the Melville Shoe Corporation. He was recently presented with a check for \$1,000 by Paul A. Salvia, superintendent of Melville's J. F. McElwain "J" plant in Manchester.

These competitive scholarships are open to sons and daughters of Melville employees. Robert qualified first because his mother is employed at J. F. McElwain, and second, because he was near the top in the list of ten outstanding students chosen for their scholastic standing, leadership, and character. The scholarship competition is offered in all Melville Shoe operations — plants, sales offices, and retail stores like the Thom McAn stores, throughout the United States and Puerto Rico.

Bob Nalette has had an outstanding record at Manchester High School-West.

As an athlete, Bob has shown real spirit in High School football as a guard, and in baseball as an accomplished catcher for the varsity team. He was a member of the American Legion Manchester Post No. 79 Baseball team which was sent to the 1966 Legion World Series at Orangeburg, N.C. and reached the semi-finals in that competition.

He is vice president of his class, is on the staff of the school paper, business manager of the school yearbook and a member of the National Honor Society.

After graduating from West High School this year, Bob will use his scholarship award to help finance his freshman year at the University of New Hampshire.

Although Mrs. Nalette has other duties now at the McElwain plant, at one time she set up Bird Shoe Cartons at J. F. McElwain which were manu-

factured by her husband and purchased from Bird & Son by J. F. McElwain, one of Bird & Son's valued customers.

Everyone at the Manchester Plant Bird & Son is happy at Bob's good fortune. His parents have every reason to be very proud of him. We wish him well in his program as a student athlete at UNH.

Bird Club Directors Elect Rocco Phillips President

Rocco Phillips of the Norwood Roofing Plant was elected president of the Bird Club at the board of directors meeting on May 9. Alex MacInry Fibre Box Plant, was elected vice president, and committee assignments were announced as follows:

Executive Committee: Harold Bailey, chairman, Mary Moylan, Edgar Grout, Joseph Geehan, Ruth Phelan.

Committee chairmen:

Art Class, Anne Campbell
Bowling, Moses Bader
Bowling, Business Men's League, Ted Pierce
Cribbage, Ted Knaus
Entertainment, Lawrence Picken and Virginia Ryan, co-chairmen
Golf, Raymond Bearce
Hospital Entertainment, William Grazado and Julia Lewis, co-chairmen
Neponset Choral Society, Leonard Weaver
New and Special Events, Thomas Reynolds
Publicity, Edgar Grout
Softball, Kenneth Virtue
Tri-Mill Sports Club, Rocco Phillips.

A full schedule of summer activities is being planned.

The most recent Special Event was the May 30 weekend-holiday excursion to Expo '67 in Montreal. Thirty-five people signed up and were anticipating a pleasurable trip as this issue went to press.

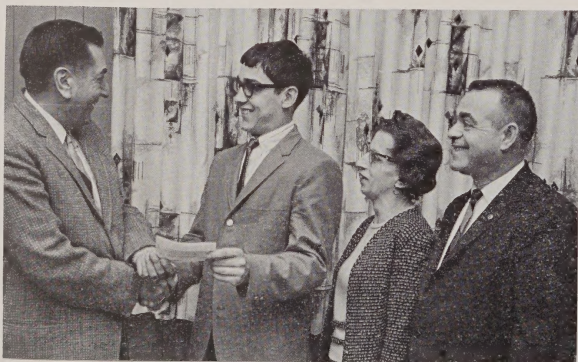
Special Insurance Needed For That Trip to Canada

Driving to Expo '67 this summer?

Remember to get adequate auto insurance coverage before you start.

Almost all Canadian Provinces require drivers in their territories to have minimum auto liability insurance of \$35,000. This means there must be at least this amount of insurance to settle bodily injury or property damage claims — or both. If you should not be adequately covered and if you should have an accident while driving in Canada, your vacation trip could have an unpleasant ending.

Check with your insurance agent and ask for a Canada Non-resident Inter-Province Motor Vehicle Liability Insurance Card. This is the protection you need in the event of an accident. Happy motoring, a safe trip — and adequate insurance coverage!



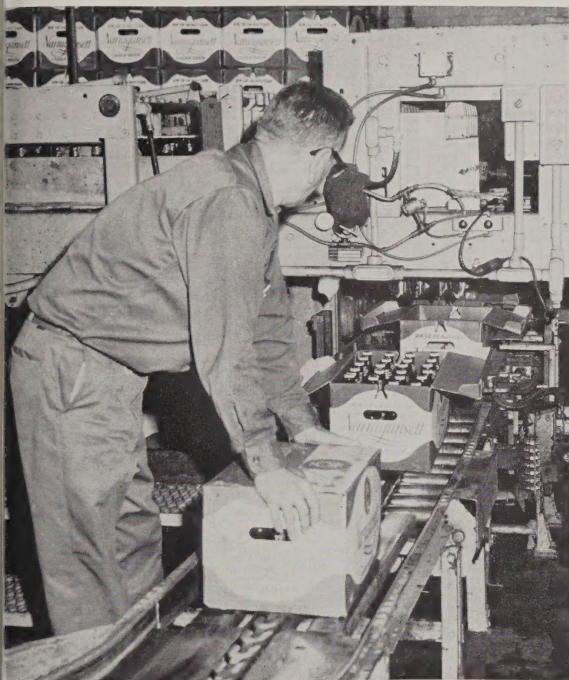
SCHOLARSHIP WINNER. Robert Nalette, second left, is presented with a check for \$1,000 at the office of the J. F. McElwain "J" factory in Manchester, N.H. Presenting the award is Paul A. Salvia, superintendent, and witnessing the happy moment are Robert's parents, Mr. and Mrs. Alfred Nalette. Mrs. Nalette works at J. F. McElwain and Alfred at the Manchester Plant of Bird & Son, Inc.

The BIRD REVIEW

Volume 55 No. 7

Published for Bird & Son, inc. employees and their families

July 1967



BIRD RETURNABLE SOLID FIBRE BEER CASES are automatically packed, two dozen bottles at a time. Open cases travel along the conveyor and bottles fresh from the pasteurizer enter (over the man's left shoulder) on a second conveyor where they are dropped into the waiting cases.

Paul X. Whitty Named Sales Service Manager of Special Paperboard Div.



Paul X. Whitty

Paul X. Whitty was promoted to sales service manager of the Special Paperboard Products Sales Division on June first.

Mr. Whitty had been a salesman in the Shoe Carton Division since joining the company on December 20, 1965, in the territory which includes New York City and part of Pennsylvania.

Prior to coming to Bird & Son Mr. Whitty was a career man in the U.S. Army. Educated at Canton High School and Bentley School of Accounting and Finance, he joined the Army in 1942. He continued in active service when World War II ended, serving as administrative assistant and later personnel officer. His duty included a year at Governor's Island, New York, four years at the U.S. Army 10th Evacuation Hospital, Wurzburg, Germany, and two years at Ft. Bliss, Texas.

Mr. Whitty and his wife, Jane, live at 462 Nahatan Street, Norwood.

Notary at Credit Union

Mary Moylan, treasurer of the Credit Union, is now a Notary Public. She was sworn in at the office of Kevin White, secretary of the Commonwealth, June 27.

Any Bird & Son employee needing the services of a notary may apply at the Credit Union. There is no charge.

Famous Narragansett Beer Shipped in Bird Fibre Cases

"Hi Neighbor! Have a 'Gansett!' In fact, have two dozen, packed in a Bird Solid Fibre Case! These sturdy boxes, manufactured at the East Walpole Fibre Box Plant are used by the thousands at the busy Narragansett Brewing Company Plant in Cranston, Rhode Island. Bird Beer Can Trays made from Corrugated Board are widely used at this plant, too.

As you enjoy your glass of cold Narragansett while watching the Boston Red Sox on TV, you probably recall that Narragansett and Red Sox ball games have been served together on radio and TV for as long as you can remember. This association goes back 23 years. For most of this time, Curt Gowdy was both the play-by-play announcer and the voice on the commercials. But, starting last season, Ken Coleman took over, aided by Ned Martin and Mel Parnell, the former star lefthanded pitcher for the Boston team. In addition, numerous other programs carry the familiar Narragansett advertising theme, "The good beer for the good hours" and "brewed good — aged good — to taste good."

Narragansett (a wholly-owned subsidiary of Falstaff Brewing Corporation) markets the following brands: Narragansett Lager, Krueger Beer, Krueger Pilsner, Krueger Ale, Haffenreffer Lager, Croft Ale, Narragansett Ale and Hanley Pilsner.

Narragansett didn't become New England's largest selling beer by chance. Good advertising keeps the name before the public. And, a carefully-controlled brewing process in the spotlessly clean modern plant in Cranston produces the famous brew and maintains its quality.

It's All in The Brewing

There are just five ingredients needed to make beer, malted barley, grits (a cereal), seedless hops, yeast and pure water. The difference comes in how these ingredients are selected and blended and the care taken in the brewing.

Adhering closely to the famous formulas and using only the choicest ingredients obtainable anywhere, the Narragansett plant at Cranston brews outstanding products which are marketed primarily in New England, New York and New Jersey.

Originally a regional brewery, Narragansett was purchased two years ago by Falstaff Brewing Corporation, St. Louis, Missouri. The fourth largest brewer in the United States with sales of over 7 million barrels in 1966, Falstaff also has brewing plants in St. Louis; Omaha, Nebraska; New Orleans, Louisiana; San Jose, California; Fort Wayne, Indiana; Galveston, Texas; and

(continued on page 2)

Vice President Johnson Announces Changes in Executive Sales Posts

Vice President Philip C. Johnson has announced the following executive changes in the Building Materials Group, effective July 1st:

J. Kent Colvin is appointed Vinyl Products sales manager for the Southwestern Division with headquarters at Shreveport. Frank B. Ross, Jr. is appointed sales manager of the St. Louis District, replacing Mr. Colvin; and Richard S. Whitney is appointed sales manager of the South Atlantic District, the position left vacant by Mr. Ross's move.



J. Kent Colvin was named sales manager of the St. Louis District at the time of its creation in January 1966. A graduate of Louisiana Tech., he joined Bird & Son as sales service manager at the Shreveport office in 1952. He was made a salesman in the San Antonio territory in 1959 and in January 1963 transferred to the Baton Rouge territory, remaining there until promoted to sales manager last year. He served in the U.S. Marine Corps from 1946 to 1948. After graduation from college in 1950 he taught school for a year and then worked a year as an assistant store manager prior to joining Bird & Son on November 15, 1952.

The Colvins have been living in St. Louis, but will now make their home in Shreveport. His hobby is golf; he is a Mason and has served as a deacon in his church.

(continued on page 8)



The BIRD REVIEW

Vol. 55 No. 7

July 1967



Published for the employees of Bird & Son, inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of
Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

About Your Savings Bonds

Question: How can I determine the value of my Savings Bonds, many of which were purchased at least 20 years ago?

Answer: Bond tellers at banks and many savings and loan organizations will be glad to assist you. However, by sending 15 cents (in cash) to the Superintendent of Documents, Government Printing Office, Washington, D. C. 20402, you can obtain a Table of Redemption Values, which will give the current value of any Series E Bond you own. These tables are issued every six months, and the current edition covers the period from July through December, 1966.

Question: How many Savings Bonds are still being held by citizens, dating back to the start of the Bond Program in 1941?

Answer: There is no accurate way of determining the actual number of such Bonds still being held. The dollar volume of Series E and H Bonds outstanding, however, totals almost 50 billion dollars. Bonds redeemed dur-

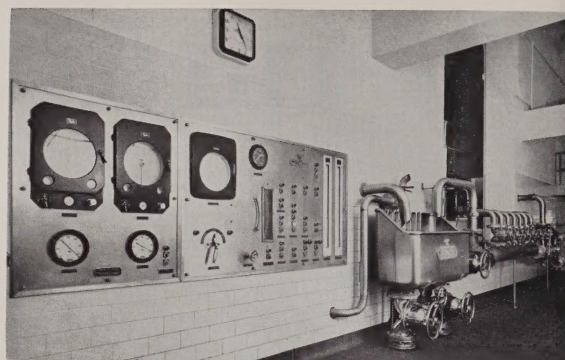
ing the same period totaled in excess of 100 billion dollars, those funds being used to serve the many needs of the Bond owners.

Question: I own Savings Bonds purchased between 1947 and 1954. Are these bonds still earning interest and when will this interest stop?

Answer: Any Series E Savings Bond ever purchased is still earning interest. Bonds purchased prior to May, 1949, have been granted two 10-year extensions. Bonds purchased since then have been granted one 10-year extension. Interest will continue until the bonds are cashed or reach absolute maturity.

Question: Is any time of the year more advantageous than another for cashing in Series E Bonds?

Answer: It should be on the anniversary date of the particular bond or at six-month intervals thereafter. E Bonds gain in value every six months. When held to maturity, they return a yield of 4.15 per cent, compounded semi-annually.



DIALS AND GAUGES of the automatic equipment which controls the filtering process which produces the wort are shown here. The tank, right center, is part of an aerating process through which the wort passes.

The Making of Beer

(continued from page 1)

a malting plant in Chicago, Illinois. Falstaff Beer is sold in 40 states and 42 overseas markets.

At Cranston, the beer making process starts on the fifth floor of the Brew House where malted barley and other grains are cooked in water, forming a mash. This mash is filtered and the resulting liquid, called wort, is pumped into the huge 1500 gallon brew kettles where the boiling wort takes on the character of Narragansett Beer and, at the proper time, seedless hops are added to give the finer, purer tang and bouquet so widely enjoyed.

The liquid is pumped next through a system of pipes enclosed in cooling jackets to the fermenting or starting tubs where Narragansett's own strain of "cultured" yeast is added. Final processing takes place in fermenting tanks; lager beer is produced from the bottom ferment (yeast settling to the bottom) while ale is from top fermentation (yeast rising to the top) at a higher temperature.

The taste and the quality of the beer have now been fixed, but the product

still has to be made ready for shipment.

The various beers and ales are stored in large glass-lined cold storage tanks whose temperatures are kept close to freezing. The giant storage capacity of Cranston permits Narragansett to maintain its rigid policy of unhurried aging regardless of season or unprecedented demands. From here the products are drawn off as needed and every drop is filtered to the proper degree of clarity before packaging in bottles, cans or half barrels.

If you have ever seen a milk bottling plant you can easily picture the beer bottling machines. Bottles are fed through a sterilizer onto a revolving circular table, automatically positioned and filled with beer, then capped. From this point, the bottles travel along another conveyor to the pasteurizing machine which sets the brew so that it can be stored without refrigeration.

Meanwhile in the warehouse, empty Bird Solid Fibre Returnable Beer Cases have been set up and placed on a conveyor. As they approach the packaging machine, an operator puts in the fibre partitions. Directly under the bottle packaging machine, the cases are auto-



© Kline, Freeman & Stollente, Inc., 1962.

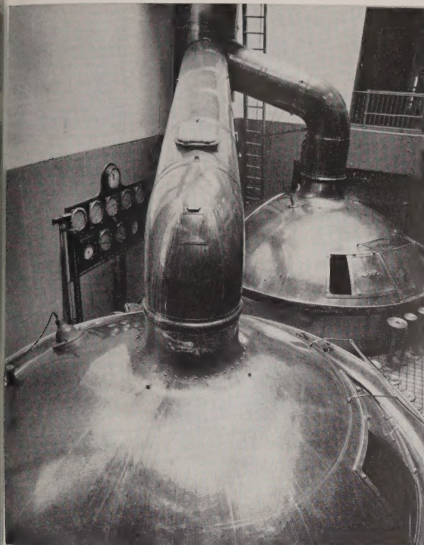
There is a rumor going round that we now have a new trade agreement with Russia. We're sending them 3,000 cars from Detroit and they're sending us 20,000 parking spaces from Siberia.

General Features

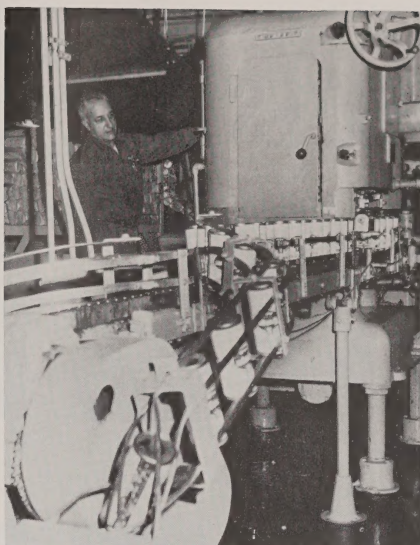


IN THE WAREHOUSE pallet loads of beer are speedily loaded by fork-lift trucks at covered docks providing protection from the weather.

The flat-bed truck at the left is nearly loaded and in the background are cases of beer stacked on pallets, three high, awaiting shipment.



GLISTENING COPPER TANKS or brew kettles each with a 1500 gallon capacity are used for brewing at high temperatures in much the same fashion as coffee is percolated. Here also seedless hops are added.



CANS OF BEER are filled, bottom side up, automatically sealed, flipped right side up, pasteurized and then packaged in the familiar six-packs.



MADE BY BIRD & SON, inc. are these shipping cases and trays for Narragansett Brewing Company. This is a picture of a recent display at the cafeteria of the East Walpole Fibre Box Plant.

matically stopped and positioned. Here two dozen bottles fresh from the pasteurizer are gently dropped into the case. Once again, the case travels along the conveyor where another operator closes the cover before the case is stacked on a pallet. Forklift trucks carry the full pallets to the warehouse where large flat-bed trailer trucks and vans are constantly being loaded for fast delivery to New England consumers.

Canned beer goes through a similar packing assembly line. Cans with the "ring-top" already in place enter a "scrambler" machine which assembles them up side down ready for filling. This machine carefully measures the exact amount of beer, puts the bottom in place, seals the can, turns it right side up and sends it on the conveyor

to the pasteurizer. Following pasteurization, the cans move along the line where they are assembled in groups of six and placed in familiar six-pack carrying cases. The cases are sealed and move along to a point where they are fed, four at a time into Bird Corrugated Beer Can Trays. These loaded trays are then placed on pallets and taken by forklift truck to the warehouse.

Watch your step when you approach the warehouse loading area! Half a dozen forklift trucks whiz back and forth selecting the proper pallet loads of cans or bottles and loading them swiftly onto waiting trucks. Average time for loading a full size trailer is less than 30 minutes.

If you want to see how draught beer is processed, go back to the first floor of the brewery, but keep your coat on.

Empty half barrels, or kegs, of aluminum travel by conveyor from the sterilizer into a room where the temperature is kept at 31 degrees. Operators position the barrels under the filling machine which pumps exactly 15½ gallons of cold beer into each barrel. The operator then places a wooden bung into the barrel hole and with an expert tap of the hammer drives it in tight. Next, the barrels filled with the beer which has been "brewed good — aged good — to taste good" travel along another conveyor to cold storage to be kept until shipped to bars and taverns throughout New England.

Bird and Son is proud to service Narragansett with its supply of Solid Fibre Returnable Beer Cases designed to carry beer safely from brewer to consumer. The cases also serve as the package in which the empty bottles are returned from the tavern, the package store or the private home. Made of rugged solid fibre board, each case is good for many round trips. The Corrugated Trays for six-packs are not returnable.

Non-returnable Bird Corrugated Fibre Cases are used for shipping two dozen lots of cans for consumption at ball parks, amusement parks and other places where cans are sold as single units.

The paper for beer cases and trays is manufactured at the East Walpole Paper Mill. The trays are produced on the printer slotters and the Ward Die Cutter. The Solid Fibre beer cases are manufactured on the Swift Printer-Slotter and the Ward Die Cutter and the Post Gluer and Stitcher.

"It can't be much of a yacht — he says he keeps it in a basin."

Girl overheard by Bennett Cerf

TOP OF THE NEWS

MAIN OFFICE

Congratulations to David Murphy of the Credit Department. He became a proud father of a baby girl named Deborah Ann born on Father's Day.

On June 3 Margaret Inman of the Credit Department was married to Francis Rogers in Medfield. They now reside in East Walpole.

Jean Murphy, daughter of John J. Murphy, director of personnel and industrial relations, was one of fifty-one Norwood High School students honored at a dinner at the King Philip in Wrentham on June 6. She was one of the seniors who had been named to the Honor Roll at the end of each marking period during the scholastic year. Jean, who graduated in June, will attend Blue Hill Regional School in the fall where she will study to be a dental technician.

Walter Wiggins' daughter, Marcia, who graduated last month from Lasell Junior College with a degree of Associate in Art is now working at the Boston office of the Kendall Company.

Over one hundred friends of Herbert Schaefer gathered at the King Philip in Wrentham on June 21 to salute Herb's forty-five years of company service and wish him well in his retirement which will take place at the end of the summer. He and his wife, Edna were at the head table. Wylie MacIvor served as master of ceremonies. A group of company executives at the head table was introduced, and each in turn saluted Herb for his long service and fine record with the company. Among the speakers was Dimon Merrill, Herb's former boss, who retired from his position as assistant manager in 1949. Speaking for all of his friends, Vice President P. C. Johnson presented Herb with a pair of binoculars shipped from Germany especially for the occasion. Herb responded with appropriate remarks and reminiscences.

Anyone who drove by the corner of Phillips and Winslow Avenues in Norwood last month was stopped in his tracks by the brilliant display of iris in Bill DeRoche's garden. Blue, yellow, bronze and white irises are massed together in a bed about 25 feet square. It was a beautiful sight and a tribute to Bill's green thumb. We see his green thumb in evidence daily as he and Ed Mingels care for the lawns and shrubbery on the grounds of the Main Office.

Mary Geary celebrated her fortieth anniversary with Bird & Son on June 20. She was given a dozen long-stemmed roses and a box of candy in honor of the occasion.

Chester Baker is welcomed to the Data Processing Department, to which he has transferred from Profit Planning.

Sandra Baglioni enjoyed a week at Cape Cod.

Mary Geary and Mary Conton each had a week's vacation, taking various day trips.

Al Smith, retired treasurer of the Credit Union, has been a sales ambassador in Florida for Bird Vinyl Gutters. Working through salesman Jack Scull and Manager Don Clay, Al obtained Bird gutters from a local dealer for his new home in Sarasota. He installed them himself by following the printed instructions. He writes "Five houses out of twelve I can see from here have had gutters installed since the house was built. Three other men came to inspect my job while I was doing it and were interested or wished they had gutters. The northerners are used to gutters but the southern builders don't want to be bothered. It is not going to be easy to convince them that gutters should go on when the house is built."

Al seems to have done a good job of convincing the home-owners in his area!

(continued on page 5)

CONGRATULATIONS TO THESE

1967 GRADUATES



Claire Ann Hinds
Chandler School for
Women — Boston
Caryl Hinds
Norwood Roofing



Richard S. Whitney, Jr.
North Cross High School
Roanoke, Va.
Richard S. Whitney
Charleston Sales



John C. Nourse, Jr.
Weymouth High School
John C. Nourse
Shoe Carton Plant



Addie Lee Pearson
Booker T. Wash. H.
Shreveport, La.
Johnnie Pearson
Shreveport Roofing



Jean Murphy
Norwood High School
John J. Murphy
Main Office



Robert Nallette
Manchester High School
Alfred Nallette
Manchester Plant



Jeannine Dionne
Immaculata High School
Manchester, N.H.
Louise Dionne
Manchester Plant



Christine Jackson
Walpole High School
James Jackson
Building Materials
Product Development



William S. Jackson
Worcester Academy
James Jackson
Building Materials
Product Development



Richard M. MacDonald
Medical College of S.C.
Malcolm M. MacDonald
Charleston Plant



Sandra Homan
University of Maine
Carroll Homan
Norwood Roofing



Stephen Trabucco
LaSalle Academy
Providence, R.I.
George Trabucco
Phillipsdale Plant



Diane Marie Boucher
State College — Lowell
Herve J. Boucher
G. W. Dinsmoor Co.



Jean Ann Young
Mt. Merici Academy
Waterville, Maine
Raymond Young
Waterville Plant



Michael A. Stanzone
E. Providence H. S.
Manuel Stanzone
Phillipsdale Plant



Kenneth C. Wilk
Norwood High School
Uno Wilk
Norwood Roofing



Marcia Moye Wiggins
Lasell Jr. College
Auburndale, Mass.
Walter Wiggins
Central Engineering



Dawn Buskirk
Hampden-Flossmoor
High School
Glenwood, Illinois
Alberta Buskirk
Chicago Office

Six Reach 25 Year Mark
At Roofing and Felt Mills

Tony Nado



Richard Carberry

No. 1 Roofing Machine has been TONY NADO's home at Bird & Son for the past 25 years. He started here on June 17, 1942, when Stanley Phillips was foreman. Stan is now at Charleston. Like all new men, Tony first worked as a shingle picker. He is now a coating man in the same department.

Thinking about his job on No. 1 has paid off handsomely for Tony. In 1964 he won the \$200 award for the Best Suggestion of the Year, plus a special award of \$315. The next year he was back as winner of the Third Best award, which brought him a \$50 check plus a special award of \$475. Tony has always been a good suggester with more than 20 accepted suggestions to his credit in his quarter century of service.

Tony and his wife, Pauline, live at 276 Lenox Street, Norwood. Their son,

Frank, is married, lives in Norwood and is an engineer at Worthington Controls. A married daughter, Mrs. Mayer Katz, lives in Boston. There are three grandchildren.

RICHARD CARBERRY has moved from plant messenger to foreman of the big No. 9 Roofing Machine in his quarter century at the Norwood Roofing Plant. He started on June 26, 1942 at the magnificent salary of \$16 a week — good money for messengers in those days.

Before he left for military service in May 1943 he had moved to No. 9 Machine as a finisher. He served three years in the Military Police in Central Europe and was discharged as a sergeant in 1946.

Returning to Bird & Son and his old department in May 1946, he has worked his remaining time on No. 9 Machine. He held various jobs including machine tender and in 1957 was made assistant foreman. In 1964 he was promoted to general night foreman and in 1966 again promoted to foreman of No. 9 Machine.

Dick married the former Lena Higgins and resides with his wife and eight children in East Walpole. His oldest boy, Michael, graduated from Walpole High School this year. Dick is presently active in Veterans' affairs and is senior vice commander of VFW Post 5188 of Walpole. Before becoming a foreman at the Roofing Plant he was at various times

steward, recording secretary, vice president and chief steward of local 896, Norwood Roofing Plant.

WILLIE FRANKLIN claims seniority over L. B. McCray because, he says, he came to work in the morning and L. B. didn't arrive until after dinner, June 17, 1942.

Willie was hired by Richard N. Potter, to check some scrap and work on the scrap truck. About four months later, he was given the job of oiling the machinery and he has kept it running smoothly ever since, and says, "I'm still enjoying the same job I've always had."

The Franklin family consists of Willie's wife, Pearl, his two children and two step-children. His eldest daughter, Hattie, is married and lives in Shreveport. His younger daughter, Willie Mae, is attending school, in the 9th grade, and plans to become a nurse or teach when



Willie Franklin



L. B. McCray



John M. Drake
West High School
Pawtucket, R.I.
Elwood Drake
Phillipsdale Plant



Birute R. Jaras
Norwood High School
Peter Jaras
Fibre Box Plant

she finishes school. His step-daughter, Shirley, works at the Louisiana Ordnance Plant near Minden, Louisiana and his step-son is a brick layer and in the contracting business.

Willie is an usher in the Avenue Baptist Church where he attends regularly and his hobbies are his garden and yard. He always has a good garden and a beautiful yard because of his love for flowers.

His favorite sport is baseball. Willie says he still is very enthusiastic over this sport since he is an ex-baseball player. He states he can play any position, pitch, short stop or catch.

He has enjoyed his work all through the years with Bird & Son and has seen many changes. All the new additions to the roofing machine mean that Willie has another spot to oil and keep running smoothly. He likes all the people with

(continued on page 7)

★
★ THAT SAFE, SECURE,
★ STAR-SPANGLED
★ FEELING ★

You feel good about it when you buy Savings Bonds



Savings Bonds are a great way to build a solid financial foundation for your child (or grandchild).

Bonds not only grow—they work hard at insuring the family's future by insuring the future of the country. A big job that doesn't come easy.



Buy U.S. Savings Bonds



The U.S. Government does not pay for this advertisement. It is presented as a public service in cooperation with the Treasury Department and The Advertising Council.

TOP OF THE NEWS

(continued from page 3)

Paul R. Anderson, son of Bob (assistant treasurer) and Olive Anderson, was awarded "The Most Valuable Athlete" trophy at Oliver Ames High School of North Easton at recent graduation exercises. He was also awarded \$500 in scholarship assistance from the Easton Huskies for his academic and athletic accomplishments.

Paul participated four years in football, basketball and track. This year he was co-captain in basketball along with Tom Clay (nephew of Don Clay, Vinyl Products Sales Manager). The team had a 22-2 record losing its second game in the final game of the Tech Tourney.

Paul was also co-captain of the track team having a 9-1 record, and he is the high jump indoor and outdoor champ in the Class D schools in the state. In the recent finals of State competition, for all size schools, he tied for 2nd place going over the bar at 6' 11".

A member of the National Honor Society, student council, and president of his Church youth group, he also plays the trumpet and baritone horn in the school band, and cello in the school and civic orchestras. He will further his education at Boston University College of Business Administration.

Gertrude MacDonald and her husband, Jack, flew out of Logan Airport on June 13 for a six-week vacation in England.

Wanda Poremski enjoyed an early vacation and visited her sister and family in Washington, D.C.

Earle LaPlante and his wife, Rene, flew to Miami, Florida, on their vacation, hired a car and took in all the sights. Earle says that is the only way to go, from now on. The Mail Room especially wants to thank Earle for the candy he brought back to them.

Irene Woods took the last week of June off to entertain her aunt and uncle from California whom she had not seen in fifteen years.

We welcome Francis Nevins, Jr., who has come to work in the Stores Department for the summer months. He is taking the place of John MacDonald who recently left and will soon enter military service.

Janet McNeil spent two weeks camping and fishing with her family in New Hampshire.

Ida Brady attended a recent V.F.W. Convention in Hyannisport.

Doris Reardon enjoyed a week at Expo '67. She says it was really worth seeing and she recommends it to everyone.

FIBRE BOX PLANT AND OFFICE

George Wise who retired at the end of April sends greetings from his year-round home in Eau Gallie, Florida. In a recent letter to *The Review*, he writes:

"I keep the appliances here in repair and do a little gardening. Plants, shrubs and flowers are my specialty and for recreation, I have a garden full of birds, flowers, squirrels, rabbits, gophers, turtles, armadillos, and last but not least, chameleons. We have had only two snakes and they were the good guys with the white hats!"

(continued on page 6)



George M. Wise, now living in Eau Gallie, Florida, following his recent retirement from the Fibre Box Plant.

Recent Deaths

Alice Field Nichols

ALICE FIELD NICHOLS, Bird & Son's oldest retired employee, died in Camden, Maine on June 2, 1967 in her 91st year.

Until her retirement on March 1, 1943, she worked for many years in the Sales Promotion Department. Before that, from the day she began in February 1911, she was employed in the Sales Department.

It was she who compiled the complete history of the Bird & Son trademark, to the date of her retirement in 1943. This book is now part of Bird & Son's historical records.

Miss Field, which was her name at retirement, led a very full, happy life in retirement. Soon after settling in Camden, Maine, near her birthplace, she began to study water color painting, at which she was very successful. In the fall of 1947, at age 71, she married Mr. Charles Nichols, a friend of her youth. They spent several happy years together until his death in December 1951. Her home and her garden were her interests, along with her painting. She kept busy, happy and well, up to her final illness. On the occasion of her 90th birthday last August, she received a shower of cards, including a number from her Bird & Son friends, which pleased her very much.

Funeral services were held on Sunday, June 4 at the Laite Funeral Home in Camden. No close relatives survived her.

Arthur E. Blakeney

ARTHUR E. BLAKENEY, who retired from the Norwood Roofing Plant in December 1964, died at his home in Windham, Maine on June 4. He was in his 68th year.

His Bird & Son employment was all at the Norwood Roofing Plant, from September 1942. He worked in various departments and at the time of retirement was a winder man on No. 6 machine.

He and his sister, Elsie E. Blakeney, retired to Forest Lake, Windham, Maine, in 1964 but he also maintained a residence at his former home on 63 Quincy Ave., Dedham. During his many years in Massachusetts he was active in several organizations, especially the Bay State Republican Club and the Knights of Pythias. In this latter organization he was Grand Chancellor for the State of Massachusetts for two years.

Funeral services were held on June 8 at the Folsom Funeral Home in Dedham. His sister survives him.

William D. Marland

WILLIAM D. MARLAND, 50, of Grove Street, Norwell, died on June 14, 1967 after a long illness. His career as sales manager of the Horticultural Division was cut short in December 1964 when he had to retire because of ill health due to emphysema.

Joining Bird & Son in November 1939 as a sales correspondent, he worked in that capacity until he entered military service in 1941. He served in the U.S. Army until 1946, advancing to the rank of major in the 11th Armored Division stationed in the European Theater.

In 1948 he became a salesman in the Horticultural Division and in December 1962 he was promoted to sales manager of the division.

He was a graduate of Boston University, College of Business Administration, class of 1938.

Funeral services were held in Norwell on June 17. He is survived by his wife, Marguerite, and four children: David R., Jeanne G., William D. Jr., and Marguerite A.

Manuel P. White

MANUEL P. WHITE, retired Phillipsdale employee, died on May 29 at the age of 61, after a long illness.

He was employed at the Phillipsdale Plant from 1923 to June 1961 when ill health made it necessary for him to retire. For the last several years of active work he was employed on the Insulating Board machine.

He leaves his wife, Agueda-Ida, a daughter, Mrs. M. Yvonne DeWitt of East Providence; two sons, Manuel G. of East Providence and Pfc. David M. of Fort Dix, N.J.; a sister, three brothers and three grandchildren.

The funeral services were held on June 2 with a solemn requiem mass at St. Francis Xavier Church, East Providence.

James J. Hopkins

JAMES J. HOPKINS, retired from the Chicago Plant since May 1964, died suddenly on June 14, 1967.

He started to work at the Bird & Son Chicago Plant on April 3, 1935, spending nearly all his years in the Shipping Department where he worked on various jobs. He was checker driver at the time of his retirement.

Taken sick in 1963, he was obliged to retire because of ill health in 1964 and had been in poor health since then. He is survived by his widow and one daughter. An older daughter preceded him in death a few years ago. Funeral services were held on June 17. The Hopkins' lived at 6357 South Richmond in Chicago.

Bartley T. Curran

BARTLEY T. CURRAN, 65 Phillips Ave., Norwood, died on June 17, 1967 at the age of 80.

Born in Ireland, he came to this country at an early age and began working at the East Walpole Shoe Carton Plant on December 10, 1923. For many years to his retirement at the end of August, 1954, he was a Box Rotary operator.

He is survived by his wife, Annie (Kane). Funeral services were held on June 20 with a solemn high mass of requiem at St. Catherine's Church, Norwood.

James Maroney

JAMES MARONEY, 74, died at St. Elizabeth's Hospital, Boston, on June 23. He lived at 316 Lenox Street, Norwood, and had retired from Bird & Son at the end of December 1958.

Starting with the company on June 12, 1912, he worked for many years in the Solid Fibre Finishing Department of the East Walpole Fibre Box Plant. From 1925 to 1951 he served as a watchman for the company, and for the last eight years of employment he was a member of the Yard crew at East Walpole.

He is survived by his wife, Cecelia; two sons, John J. and James F. of Norwood; and five daughters, Mrs. Frances Ferrara, Mrs. Mary DeLuca, Mrs. Helen Benedetti, and Mrs. Nancy O'Leary, all of Norwood; and Mrs. Patricia Thomas of Denver, Colorado.

A solemn high mass of requiem was celebrated for him at St. Catherine's Church, Norwood, on June 26.

TOP OF THE NEWS

(continued from page 5)

"This weather has helped me, it keeps my lungs from getting worse. I do what I can and then rest. I have some nice pine trees in the rear of my home and I lie on a chaise lounge there and watch the wild kingdom. The creatures are getting so used to me they come up real close and watch me too.

"Some one of these days when the weather up north is warm and the doctor thinks I am well enough, my wife and I will come up to East Walpole and then, I will stop by to see my friends at Bird & Son.

"We plan to make Florida our home. We have a small house but very comfortable, all on one floor, which makes it easier for both of us. As I sit here typing, I can hear all kinds of birds and watch the flowers grow. We have quite a collection of plants, shrubs, palm trees, century plants, and lilies of all descriptions. We had beautiful roses blooming on Christmas Day. We have almost as many flowers as we did in East Walpole and we sure do like flowers.

"Remember me to the good old gang at Bird & Son."

Peter Jaras' daughter, Birute, who graduated from Norwood High School in June, was winner of an Alumni Association Scholarship. She will attend Boston College in the Fall.

Congratulations to Mr. and Mrs. Matthew Shanahan on the birth of a baby boy on June 11. The baby weighed in at 6 pounds 13 ounces.

The many friends of Louise Conti were sorry to learn that she is in the hospital. They all wish her a speedy recovery and hope to see her back to work soon.

Thomas Flaherty is the proud father of a baby girl, Ann Margaret weighed in at 8 pounds 9 ounces, Happy Father's Day!

We welcome back Alfred Furlong who has been out for several months with a bad knee.

Best wishes to Salvatore Jeanette on his recent marriage.

Congratulations are in order for Mr. and Mrs. John Welch on the birth of a baby boy, weighing 8 pounds 4 ounces on June 11.

The friends of John Sutphin wish him good luck and good health and many happy years of leisure as he enters retirement this month.

E. WALPOLE SHOE CARTON PLANT

Martin Fisher and family expect to spend this year's vacation at Daytona Beach, Florida visiting relatives.

Alice Pole of the Office spent a recent vacation at Atlantic City.

During the week of July 4 many workers in the Shoe Carton Plant enjoyed vacation some taking trips, others just staying around the house.



FISH FRY, popular Spring event on the Tri-Mill Sports calendar was attended by many members on May 13 at the second pond, City Mills.

It is nice to have Peter Kodis back to work after a long illness with a foot injury.

We express our sympathy to Ambrose Fitzpatrick on the recent death of his brother; also, sympathy to Eino Heikkila whose mother passed away recently.

John C. Nourse, Jr., son of Superintendent John Nourse, who graduated from Weymouth High School last month plans to attend St. Anselm's College in Manchester, New Hampshire this fall. He is interested in law and government.

MAINTENANCE AND POWER

Congratulations to Jerry Sheppard on getting his fireman's license.

On May 18 a retirement party was held at the Floral Steak House in Wrentham for Robert Weger. Many of Bob's friends from Bird & Son were there to wish Bob a happy and healthy life of retirement. Bob's lovely wife, Louise, accompanied him. We are sure he leaves us knowing that he will be missed by his many friends and co-workers at Bird & Son. Bob came to work in 1944 and worked as an electrician until he was made foreman. This job he held until ill health has made it necessary for him to stop working.

Francis Gilmartin, now living in New Hampshire, stopped in for a visit at the Power House recently.

Henry Murphy and his family visited in Washington, D.C. during an early spring vacation.

MANCHESTER PLANT

KENNETH WILLIAMS of Hooksett, N.H. on his day-to-be-remembered, at the pavilion of Man in Control at Expo '67. His mother is Theresa Williams of the Manchester Plant.



How does Expo '67 look through the eyes of a 13-year old? Take this journey with Kenneth Williams, son of Theresa Williams of the Manchester Packing Department, and find out. Kenneth was one of a group of 8th grade students from the Hooksett Memorial Junior High School.

After a VERY early start, they made a brief stop for breakfast in Essex Junction, Vermont, and arrived at Montreal at 9 A.M. on May 26. To Kenny the United States Pavilion was among the most interesting. Here there were pictures of many movie stars, displays of antiques and space equip-

ment, including a space capsule that had come back from outer space.

Another interesting pavilion was the USSR building which had a display of Soviet space technology. The group also visited and enjoyed the pavilions of Australia, Britain, Burma, Cuba, Czechoslovakia and Germany. Riding on the monorail, minirail was fun also.

The Kaleidoscope is a building of ten mirrors in which a movie of action pictures was shown. Kenney will long remember this very pleasant and interesting trip.

NORWOOD ROOFING PLANT

Mr. and Mrs. Louis H. DeBaggis attended the 45th High School Class Reunion at the King Philip in Wrentham. Louis was a member of the graduating class. The previous week Mrs. DeBaggis attended the graduation exercises at Dean Junior College where her husband Louis graduated in 1923. Senator Goldwater was the principal speaker at the graduation.

Our sympathies to Joe Maliska whose brother died recently.

Kenneth Wilk, whose picture appears on the June graduate's page, has been a very busy senior at Norwood High School this past year. He took part in both the Senior Play and the Senior Musical. He was one of the outstanding students in the Dramatic Course and was voted Actor of the Year.

Claire Hinds, daughter of Caryl Hinds, who graduated from Chandler School last month, made the Dean's List in every term of her two year Legal Secretarial Course. She is now employed by the law firm of Nutter, McLennan & Fish.

On the cold and rainy week of June 19 Jim Jackson and his wife, Byrdie, accompanied fifty Girl Scouts on a Windjammer cruise off the coast of Maine. The consensus of Jim's co-workers is that each Girl Scout will be eligible for her First Aid Badge, taking care of Jim's seasickness. At this writing he is not back to report his adventures, but since Portland, Maine received 6.4 inches of rain, we suspect part of the cruise was a soggy one.

Andrew Jacobson of Product Planning has announced his marriage to Enis Almeida of Plymouth on June 2. Our heartfelt congratulations and best wishes to the couple.

Benjamin Sackmar, son of Julius Sackmar of No. 9 Machine, has been studying Sociology as a graduate student at the University of Massachusetts for the past two years. With the approval of his department, he was allowed to enter the Doctoral Candidate Program last January, his Masters Degree thesis being waived altogether. This will enable him to obtain his PHD Degree a year earlier than is usually the case, and he expects to graduate in June 1969. His plans may then include the possibility of

(continued on page 7)

LONG SERVICE LIST

AUGUST

Name	Year	Dept.	Yrs.
J. Douglas Johnston	8-22-27	Eastern Div.	40
		General Mgr.	

Mary Griffin	8-9-32	Office	37
Ira C. Gray, Jr.	8-16-37	Roofing	30
Donald F. Holbrook	8-25-42	Roofing	26
Paul J. Polovitch	8-4-47	Paper Mill	21
Walter T. Wiggin	8-11-47	Office	20
Donald R. Clay	8-6-52	Vinyl Products	17
		Manager	

Hartford J. Doucette	8-18-52	Power Plant	17
Howard H. Heidem	8-18-52	Gen. Sales Mgr.	17

H. Kingman Burrill	8-1-57	Paper Mill	11
Thomas Bailey	8-16-57	Fibre Box Plant	11
Harlin C. Heere	8-14-62	Office	10

PHILLIPSDALE

Daniel J. Hourihan, Jr.	8-15-42		25
Antonio C. Pimentel	8-17-42		25
David H. Bethel	8-17-42		25
Manuel S. Stanzone	8-24-42		25
Manuel M. Paiva	8-24-42		25

CHICAGO

Theodore R. Neuman	8-7-47		20
Oris Thompson	8-11-47		20
George Alsop, Jr.	8-27-47		20
William Gayles	8-19-57		10
Albert Watkins	8-28-57		10
W.C. Posey	8-27-62		10

CHICAGO FELT MILL

Louis Oldenburg	8-12-52		15
Carmen Hernandez	8-28-57		10

SHREVEPORT

William Winkler	8-3-37		30
Noble Sanders	8-16-37		30
Albert E. Creglow	8-20-47		20
David L. Gayer	8-7-52		15
Julius Bradford	8-1-62		5
James Thomas	8-7-62		5
Washington Starks	8-21-62		5

CHARLESTON

James M. Dunn	8-1-57		10
Alfred L. Myers	8-26-57		10
James E. Colman	8-27-57		10
Cyril L. Joyce	8-27-57		10

PERTH AMBOY

Louis Hary	8-21-42		25
John Mosley	8-31-42		25
William Munn	8-1-47		20
Alfred Leithner	8-16-62		5

John W. Sutphin Retires From Fibre Box Plant



John Sutphin

JOHN W. SUTPHIN, who joined the Box Shop at Bird & Son during World War II, retired at the end of June after 24 years of service.

All his time has been as a stapler-finisher in the Solid Fibre Department.

John lives with his wife, Margaret, and daughter, Catherine, in Westwood at 33 Sexton Avenue. His son, John, lives in North Walpole and has two children.

At present John has no special retirement plans. He likes to work around his garden and take in a little fishing occasionally.



BOB WEGER and his wife, Louise, examine the card presented with the gift at his party on May 18 held at Floral Steak House, Wrentham. Bob, who has been chief electrician at East Walpole since 1958, has retired early because of ill health. Robert Holman is the kibitzer.

Reddick's Team Wins First Half, Golf League

Jack Reddick's team won the first half of the Men's Golf League which ended on June 26. Final standings were follows:

Team	Won	Lost
Jack Reddick's	66	42
Mike Valerio's	55½	52½
Ray Spiers'	48½	59½
Tex MacIntyre's	46	67

Here also are the results of the tournament held Monday, June 26:

GROUP A	Gross	Net
W. Gross, Robert Sampson	48	33
W. Net, Frank Teague	43	32
cond Net, Fred Turco	41	34
W. Net, Rocco Phillips*	45	35
W. Net, Jack Reddick*	45	35

GROUP B	Gross	Net
W. Gross, Thomas Tapley	46	34
W. Net, Henry Mattson	46	35
cond Net, John Eppich	47	34
W. Net, James Barnes*	50	36
W. Net, Jack Smith*	49	36
W. Net, Vincent Malloy*	48	36

GROUP C	Gross	Net
W. Gross, Thomas Coyne	47	32
W. Net, U. Santoro	50	34
cond Net, Vito Puopolo	51	35
W. Net, Hubert White	52	37
W. Net, Charles Paulette*	55	38
W. Net, Roger White*	53	38

*Tied. Decided by drawing.

The second half of the season started July 10 at the Easton Country Club. All golfers are hoping for no more rainy Monday nights.

"Dear Dad: Next Sunday the counselors are going to play the Fathers in a baseball game. Maybe you shouldn't come up."

Camp letter reported by Bill Adler

Summer Theater and Night all Games on Bill of Fare

Chairman of Special Activities Thomas Reynolds has announced four events for the summer season of the Bird Club — all of them sure to be popular with the members.

There will be two shows at the Carusel Theater in Framingham with special prices for Bird Club members:

On July 25, "On a Clear Day You Can See Forever" starring John Raitt. On August 16, the Johnny Mathis show. Tickets are available at a considerable reduction from the regular prices.

"On a Clear Day —" Regular price, \$4.50; member's price — \$3.00; guests, \$4.00.

Johnny Mathis — Regular price, \$4.50; member's price — \$3.50; guests, \$4.45.

The deadline for ordering tickets for the first show is July 14, and for the Johnny Mathis Show, July 28. Nancy nox as chairman is receiving your orders.

Baseball fans are urged to get their orders in early for the two evening games at Fenway Park: August 15 with the Detroit Tigers, and September 8 with the New York Yankees. Tickets are \$2.00 for Bird Club members, \$3.00 for others. Deadline for buying tickets for the Tigers game is July 31 and for the Yankees game, August 28. Tickets may be picked up at the Credit Union office one week prior to each game.

TOP OF THE NEWS

(continued from page 6)

Post Doctorate Studies at the University of Moscow, Russia.

This summer while following his regular program, he is also engaged in a research project in collaboration with one of his professors. This may result in the publication of the study as a contribution in the field of social theory.

Our heartfelt congratulations to Robert Ambuter of the Product Development Department who received his Master's Degree in Engineering Management from Northeastern University on Sunday, June 18.

Earl Hinds, son of Mr. and Mrs. Caryl Hinds, recently spent a furlough at home before leaving for West Pakistan. Earl is near the end of his third year in the Air Force, having just returned from duty in Berlin, Germany.

WATERVILLE PLANT

We welcome Kevin Connor, sales trainee from East Walpole, who is now spending some time at the Waterville office.

Jean Young, who graduated from Mount Meric Academy in Waterville last month, plans to attend the Local IBM School in the fall. She is the daughter of Raymond Young.

PHILLIPSDALE PLANT

Michael Stanzone, son of Manuel Stanzone, graduated from East Providence High School last month and will enter Roger Williams Junior College in September.

John M. Drake, whose picture appears with the June graduates, is welcomed as a new worker at the Board Mill in this plant. He graduated from the business course at West High School in Pawtucket last month. His father is Elwood Drake, Maintenance Welder, who has won many awards for his safety and time-saving suggestions.

G. W. DINSMOOR DIVISION

Diane Boucher, daughter of Hervé Boucher in the Tube Winding Department, received a Bachelor of Science Degree in Education at the State College at Lowell last month. Her picture appears with the June graduates.

CHARLESTON PLANT

Richard S. Whitney, graduate of North Charleston School in Charleston, Virginia last month, will attend the University of Virginia in September. His father is the new sales manager of the South Atlantic District and his grandfather is Howard S.

UNUSUAL RECORD

Ronald Babcock is pleased that this year, while he is president of the Route 128 Chapter of the National Association of Accountants, the Chapter has received national honors for the first time.

In mid-June a telegram arrived announcing that the local Chapter was one of 20 chapters, out of 200, to win a banner in the annual Chapter Competition. The Route 128 Chapter finished in 15th place, tying with Indianapolis and San Diego. The banner will be received either at a national meeting later this summer, or at a special ceremony locally in the fall. This is an unusual honor for a chapter that has been in existence only 6 years.

Also, two members of the local Chapter have won certificates for manuscripts on accounting subjects written for and printed in the official national publication, *Management Accounting*.

Mr. Babcock has been employed with Bird & Son since November 1954 and in September 1966 was promoted to Cost Accounting manager.

Whitney retired, former assistant to the Engineering Vice President at the Main Office.

Malcolm McDonald is proud of the achievement of his son, Richard M., who received his Doctor's Degree from the Medical College of South Carolina on June 1. Richard's picture appears in the June graduates column.

Friends and business associates of J. H. Van Hoy, retired general manager of Charleston were sorry to learn of the death of his second wife on June 27th in Sanford, Florida.

SHREVEPORT PLANT

We are happy to welcome to the Shreveport Division as industrial engineer, C. L. Apple. Mr. Apple was born in Wichita Falls, Texas, graduated from high school there, and served two years in the U. S. Navy in the Pacific aboard the U.S.S. Kirkun Bay. He graduated from the University of Texas with a B.S. Degree in Mechanical Engineering. He was employed for 12 years as a service engineer and sales engineer for two major oil field service companies in New Mexico, Texas, Louisiana and Oklahoma. His foreign residence included British Honduras and Caracas, Venezuela.

W. R. Landrum's seventh grandchild arrived in Seattle, Wash., the other day. His daughter, Betty Jean, said the new grandson weighed 12 lbs. 15 oz. at birth.

CHICAGO ROOFING PLANT

Carolyn Grace LaMargo arrived June 15th, 1967, weighing 7 lbs. 9 oz. Congratulations to Mr. and Mrs. Sam LaMargo. Sam is Credit correspondent at Chicago.

All good wishes to the John Erdmans. Genevieve Gerard and John Erdman were

married June 3rd, 1967, and spent their honeymoon in Nassau.

We were glad to welcome back our summer worker Mary McMahon. Helen Rhein has a new grandson, Michael Kenneth Rhein, born June 9th, 1967. Congratulations to the proud parents and proud grandparents.

"Do you think it's safe to drink the water in the foreign pavilions?"

Fair visitor quoted in LOOK

Softball Team Has Won One, Lost Two

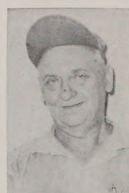
The Bird Club Softball team has a 1-2 record so far this season. However, with eight games left to be played, and the team showing marked improvement in hitting and fielding, the record should look better soon.

The team won the first game against Robert-Shaw in a pitchers' duel, 17 to 4. In the second game against Metal Bellows with only eight members present on a rainy evening, we lost 12 to 4. A squeaker was lost to Worthington Controls, 6 to 5, on our last outing, June 28.

Members of the team this year come from many departments and include: Edward Mingels, VJ; Robert Mycue, FX2; Fred Geisel, FX2; Harlin Heere, ACM; Paul Pinsonnault, ACM; John Jettis, AT; Robert Wheeler, Thomas Gemelli, David Jenks, Lester Tabbell; and Kenneth Virtue, CPC, chairman of this activity.



Ernest Wright



Joseph Shereyka

ERNEST WRIGHT of Perth Amboy celebrated his 25th anniversary at the New Jersey plant on June 1st of this year. He is at present maintenance foreman.

A graduate of Metuchen High School, he was on active duty with the U.S. Army during World War II from 1942 to 1946, serving in the South Pacific. He is now a member of the VFW Woodbridge Post No. 4410. Woodbridge is where he resides with his wife, Edna, and daughter, Patty.

His favorite pastime when not working is beating his fellow employees at bowling and pool!

JOSEPH SHEREYKA celebrated his 25th anniversary at the Perth Amboy Plant on June 1st.

His present job is asphalt heater man. He has lived in the Perth Amboy area a long time and remembers when the city was a big resort area like Atlantic City today.

Joe and his wife live at 533 Kennedy Street, Perth Amboy. He spends his free time fishing and attending all the Met baseball games he can.

Six Celebrate 25th

(continued from page 4)

whom he works and states he thinks his foreman, G. D. "Dude" Davidson, is one of the best anywhere. Willie has never been late, and absent very little, during his employment here and hopes to keep this record until his retirement.

Starting the same day as Franklin, 25 years ago, L. B. MCCRAY has spent most of these years on No. 1 Roofing Machine. When L. B. was hired he worked a few weeks in the Cleaning Department and was then transferred to the Roofing Machine as oiler at night. Later in 1942 he was transferred to the Saturator and stayed on this job until September 1962. At that time he moved to Slate Man No. 2, the job he presently holds.

In these 25 years he has seen many improvements and additions made to our plant and says he hopes to see it grow still more in the years to come.

L. B. and Alma McCray live at 1323 Juvenile Road, a few miles north of the plant. They have five sons, Bryan the oldest is in the U.S. Air Force which he joined after finishing high school June, 1966. L. B., Jr. is 15, Donald 13, Dennis 11, and Calvin 9. These last four boys are all in school from the 5th grade to the 10th.

L. B. is a deacon, choir member, Brotherhood officer and Sunday School teacher in a Baptist Church near their home. A former employee, Joe Gilliam is their pastor. All the family have responsible positions in this church. Alma, in addition to caring for her family, finds time to drive the Bookmobile for the Caddo Parish Police Jury.

Robert Mycue Jr. Promoted To Foreman-in-Training

Robert L. Mycue, Jr. was promoted on June 12, 1967 to foreman-in-training at the East Walpole Shoe Carton Plant.



Robert L. Mycue, Jr.

Joining Bird & Son on July 9, 1962, after five years' service in the U. S. Navy, he worked as a paper inspector in the laboratory of the East Walpole Paper Mill. Since January 1966, he has been a laboratory technician, spending much of his time on assignments at the Shoe Carton Plant.

He attended school in Franklin, Massachusetts before joining the Navy.

Robert Mycue and his wife June live at 54 Ames Avenue, Wrentham. They are both active at the Original Congregational Church of the town where he serves on the church cabinet and is head usher. He and his wife are the lay delegates for his church for local meetings of The United World Council of Churches. Bowling and softball are his favorite hobbies.

Executive Changes

(continued from page 1)



Frank B. Ross, Jr. has been sales manager of the South Atlantic District since June 1961. Joining Bird & Son in 1933, he received his training in sales at East Walpole, became a specialty salesman in Bird Wall-

board, 1935 to 1936, traveling from Maryland to Florida. He worked for a Bird wholesaler in Baltimore for a year and returned to Bird & Son as a salesman in 1938, in the state of Georgia. From 1943 to 1946 he served in Africa and Italy in the U.S. Army. Upon his return to civilian life he again sold in southern territories and in 1950 upon

the retirement of his father, he took over his father's former territory in the Washington-Baltimore area, serving there until appointed sales manager in 1961.

Frank and his wife, Constance, have three daughters, Fran, Sharon, and Constance, and a son, Robert.



Richard Whitney joined the company in February 1954 as a sales trainee. Later that year he became a salesman in the Virginia territory of the South Atlantic Division of

Building Materials.

Born in Sharon, Mass. and the son of Howard S. Whitney, who retired from the Main Office of Bird & Son in September 1964, Richard Whitney is a graduate of Brown University with a degree in Civil Engineering.

Before joining Bird & Son he was a Naval officer, serving both in World War II and the Korean conflict. He is now the Commanding Officer of a Naval Reserve Division in Roanoke, Va. where he resides with his wife, Audrey, and three children. Deborah is attending Mary Washington College of the University of Virginia, Richard, Jr. enters the University of Virginia in the Fall, and Rebecca is in high school. The Whitneys live in an old colonial home in Roanoke which they have remodelled, Dick doing much of the work himself. Golf is his other hobby. He also serves as vestryman at St. Elizabeth's Episcopal Church in Roanoke.

The old mountaineer was sitting in his favorite cane-backed rocker on the porch of his cabin, slowly rocking north and south. Nearby sat his 42-year-old son, rocking east and west. "Son," drawled the old man, "it's about time you learned not to wear yourself out thataway. Rock the way the board runs and save yer stren'th."



ROCK FOR GRANULES at Glenwood, Arkansas will be supplied for many years from this acre site near the Glenwood Plant, now being cleared for use. The white spots near the top of the mountain in the background are novaculite rock, better known as flint rock, often used by the Indians to make arrow heads.

WHEN YOU LEAVE HOME USE THIS CHECK LIST

— To discourage burglars and prowlers — If you are leaving home for an evening or extended period of time, have you:

- [] 1. Cancelled all daily deliveries?
- [] 2. Left a lamp or two connected to an automatic timer, so that your lights turn on at dusk, turn off again at bedtime to create a "lived-in" look while you're away?
- [] 3. Discontinued the newspaper (or arranged to have it forwarded)?
- [] 4. Notified your Police Department and a neighbor as to date of your departure and return?
- [] 5. Left shades or blinds in normal position — not completely closed?
- [] 6. Closed and locked all windows and doors — including the garage?
- [] 7. Arranged to have your lawn cut?
- [] 8. Arranged with a neighbor or post office to hold all mail?
- [] 9. Used pin-tumbler cylinder locks (with a dead lock mechanism) on all exterior doors?
- [] 10. Rented a safety deposit box for storage of all valuables?

Help your Police Department combat burglaries by following this guide when leaving your home.

And always report — **SUSPICIOUS PERSONS — QUESTIONABLE or DANGEROUS ACTIONS** to your Police Department.

New Quarry Acquired For Glenwood Plant

At Glenwood, Arkansas, a new quarry area has been located and now being readied for use.

Stripping operations began last spring, removing over 100,000 cubic yards of overburden (top soil, gravel, etc.) from a portion of this land recently bought by Bird & Son in a location only two miles from the plant. This is considerably closer than the present quarry which is over seven miles away.

The area stripped will furnish rock for many years. Additional stripping will then be necessary to enlarge the mining area and gain a greater depth. This can continue until an area of approximately 50 acres will be one large hole in the ground, 200 feet deep, or more.

The contractor for the job was M. George Contracting Company of Pine Bluff, Arkansas. They used four Euclid cubic yard scrapers with dual General diesel engines; a DP Caterpillar dozer for a pusher; a D9 Caterpillar with hydraulic ripper; and a D8 and D6 dozer for making haul roads, stockpiling and clearing.

Mining the new area is tentatively scheduled to start next year.

June Winners Listed

Seven suggesters were recipients of suggestion awards in June, as follows:

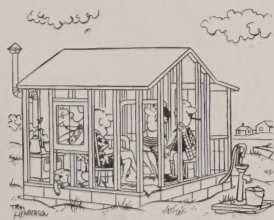
Reuben Mayer, FCM	\$25
Alessandro Savi, FBPM1	25
Louis Veres, FJPM4	25
W. J. Brebach, CFW	5
Earl Brewton, FJV	5
George Moss, FCPM6	5
John P. Stupak, FBQ	5

Contributors

Reporters contributing to this issue include: Doris Reardon, Louisa Graham, Edward Geraghty, James Barnes, Milton Garner, Julia Lewis, Robert Nordblom, Alfre Breen, Ruth Phelan, Jack Reddick, Mar Driscoll, Beatrice Tyrrell, Helen Julia, Donald Beck, R. W. Pearson, Lucille Sullin, Frank Markham, R. N. Potter, Robert Zabel, Robert Roby, Raymond Bearce, Thomas Reynolds, Kenneth Virnig, Virginia O'Brien, Donald Shaffer, Catherine Brady, William Ford, William Grinavici.



ADDITIONAL WAREHOUSE for Shreveport. When completed, this building will be tied in with the present Dry Felt Warehouse to give an additional 21,500 sq. ft. of storage space. In the area approximately 1000 tons more of dry felt and 50,000 rolls of roofing can be stored.



"Matter of fact, it's one of the coolest cottages on the lake"

The BIRD REVIEW

Volume 55 No. 8

Published for Bird & Son, inc. employees and their families

August 1967



AS FRED TURCO DRIVES OFF at the Easton Country Club several well-known Bird Club members wait their turn: Left to right: Rocco Phillips, president of the Bird Club; Robert Sampson of New London Mills,

Raymond Bearce, Golf Committee chairman, Phillips, Bearce, and Turco all work at Norwood Roofing Plant. (Story on page 2)

4th Big Clambake Coming August 27

It's time for good eating again! The annual day of feast and fun — the BIRD CLUB FOURTH ANNUAL CLAMBAKE — has been announced for Sunday, August 27 at Francis Farm in Rehoboth, Mass.

The many club members and guests who attend each year know you can't beat this party at any price — and the price the Bird Club asks is very modest.

REGULAR CLAM BAKE or CHICKEN BAR-B-QUE

Bird Club member — \$2.65
Guests — \$3.65
Children 6-12 years — \$1.85
Children under 6 — free

REGULAR CLAM BAKE WITH LOBSTER

Members — \$5.00
Guests — \$6.00

The day starts at 1 P.M. with chowder and clamcakes — a Francis Farm specialty. At 5 P.M. the big bake is served. In between is an afternoon of sports. Committee Chairman Joe Geehan promises softball, horseshoes, basketball, volleyball, cards and a special program for the children. For all you golfers, arrangements can be made for a morning round of golf at a nearby course. You sign up for this when you place your ticket order.

The deadline is approaching. Notices

went to all club members in mid-July. If you set yours aside, find it now and send it in to provide a day of pleasure for the whole family.

Raymond Pike Appointed Sales Service Manager of Building Materials, E. Wal.

Raymond N. Pike, Jr. was promoted to sales service manager of the Northeastern Division of the Building



Materials Group at the East Walpole office on July 1, 1967, filling the vacancy caused by the retirement of L. T. Harriman. Mr. Pike is a graduate of Abington High School and has taken additional studies at Wentworth Institute and Bridgewater State College. In the fall he will enter the evening division of Northeastern University at Weymouth. He served from 1960 to 1966 in the U.S. Marine Corps Reserve with the rank of sergeant.

Employment previous to joining Bird & Son included two years at Abington Wayside Furniture Company as a salesman and three years selling retail lumber and other supplies at the Reed Lumber Company, Inc. of North

(continued on page 5)

Lili Petroni Promoted to Gen. Foreman, Maintenance

Lili Petroni was promoted to general foreman of the East Walpole Maintenance Department on July 31.

The department functions are being reorganized, states Vice President George Tooker, so that several machinists are assigned specifically to each box plant and to the paper mill. At the Fibre Box Plant the machinists report to Superintendent Chester Porter; at the Shoe Carton Plant to Superintendent John Nourse; and at the Paper Mill to Mr. Petroni. Mr. Petroni will also have general supervision of the other maintenance sections such as electricians, pipers, welders and millwrights, which will continue to service all East Walpole plants.

Lili Petroni joined Bird & Son in June 1934 as a clerk in the Maintenance Department. After working as a truck driver's helper and later a piper's helper, he learned the trade and advanced to an A piper. He was made foreman of the pipers in January 1956, the position he has held until his recent promotion.

Lili and Mary Petroni live at 50 East Street, East Walpole. She is the clerk in the East Walpole Finishing Mill Office. Their two children are both married and living nearby: Mrs. Mildred Goudreau in Norwood, and Richard Petroni, who works for the Wal-

(continued on page 5)

Donald E. Frazier Named Manager of Vinyl Products Div.

John Koval Appointed Superintendent at Norwood

Effective July 24, 1967, Donald E. Frazier was promoted to general manager of the Vinyl Products Division, with headquarters at Bardstown, Kentucky, and John P. Koval was promoted to superintendent of the Norwood Roofing Plant to fill the vacancy caused by Mr. Frazier's move.

In making the announcement, Vice President P. C. Johnson stated that Mr. Frazier will take the responsibility for all phases of operations, except sales, of our vinyl and plastic business. The Bardstown Plant for the production of Vinyl products began operation at the first of the year.



Donald E. Frazier



John P. Koval

Mr. Frazier has had 34 years experience in Building Materials operations. He began at the Norwood Roofing Plant as an inspector on August 2, 1933, following graduation from the University of Maine. The next year he moved into the laboratory as a chemist.

From January 1941 to February 1945 he was in the Chemical Warfare Service of the U.S. Army, attaining the rank of Captain.

In May 1951 he transferred to the Chicago Plant and a month later was promoted to plant superintendent. Ten years later he moved to the Norwood Roofing Plant where he has been the superintendent until his recent promotion to head up the vinyl operations.

Don and Lillian Frazier have been living on Pine Street, Dover. Mrs. Frazier, the former Lillian Paquette, worked at the Main Office before her marriage and for several years after marriage.

John P. Koval started on No. 9 Roofing Machine at Norwood on May 9, 1940 as a helper, following gradu-

(continued on page 2)



The BIRD REVIEW

Vol. 55 No. 8 August 1967



Bill Grazado Saluted on Quarter Century Date



William H. Grazado at his drawing board in The Advertising Display Department.

The 25 years of Bird & Son employment that WILLIAM H. GRAZADO completed on July 20, 1967 have been extraordinary years of service both at work and in the community. Bill's job is a creative one, making signs and other displays for the advertising and display of Bird products. He serves capably here; and in addition, off the job, he devotes many hours to extra service in those fields where his special talents lie.

A skilled piano player, he has been a member of Vin Perry's Orchestra for nearly 35 years. Since about 1945 he has been the accompanist — and for the last three years the co-chairman — of the Bird Club Hospital Show. He also plans, arranges and performs in other shows presented at hospitals, but not under the Bird Club auspices. He is active in both the Elks and the Norwood Italian-American Club. Vin Perry's Orchestra, in which he plays, has provided the music for many a Bird Club festivity. They also play regularly twice a month at Workmen's Hall in Norwood.

But Bill's greatest talent is his skill with pen and brush. He is a graduate of the Wagner School of Art and had three years as a sign designer and painter before joining Bird & Son in 1942. Work was slow in his field at the time, so he began at the Norwood Roofing Plant. He worked there five years, mostly on the Siding Machine, before an opening came in "Bill Koehler's department" in 1947. He became expert in all phases of advertising display, and at Mr. Koehler's retirement in 1961, he was named supervisor of the department. One of Bill's specialties is designing clever cards for 25th anniversaries and retirements. Many employees treasure their personalized cards, made by Bill, and presented on some special occasion. Too bad there was no one to design a special card for Bill when he was the guest of honor at the Floral Steak House on July 19. At that happy occasion many friends were present and several were called on to speak complimentary words about his talents and deeds. Stuart Laughlin was master of ceremonies, filling in for Leonard Niese who was ill.

Bill and Beatrice Grazado live at 13 Cypress Street, Norwood and their son, Robert, who teaches biology at Xavier Brothers High School in Westwood, makes his home with them. Their daughter, June, is to be married this month (August) to Gaetano Maccarone of Lawrence. They will live in Walpole. Their other daughter, also married, Mrs. Mary Tagliamonte who lives in Lynn and has a son, Stephen, almost 7 years old.

Honor Students Working Here for the Summer

Bird & Son is proud to count in ranks of students working here for the summer several from Norwood and Walpole who won special honors graduation in June. Congratulations all of them.

Joanne Polovitch, Data Processing — Norwood High School, Lane Medal winner and winner of the American Legion Post No. 70 Scholarship.

Elinor Holman, Advertising — Walpole High School, Walpole Rotary Club Scholarship.

Mary Roudels, Mill Office — Walpole High School, Walpole Teacher Scholarship.

Thomas E. Donovan, Shipping Department, Shoe Carton Plant — Norwood High School, Lane Medal winner and High School Scholarship. Tom has been one of Norwood's most outstanding seniors. He was captain of the football team in 1967 and president of the Student Council. He received the James Gormley award as the most outstanding athlete. He played basketball and was a member of the track team, in addition to football, and received his letter in each sport.

Ronald Berry, East Walpole Fibre Box Plant, brought honor to himself and his school shortly before graduation when he appeared as a panel member on Channel 5's "It's Academic" program. Ron was one of three Walpole High School seniors participating on April 28; they competed against Notre Dame Academy of Hingham and Hopkinton High School. Walpole — and Ron himself — made an excellent showing, finishing second to Notre Dame. From February 1966 to June 1967 Ron worked part time in Central Engineering, after school and during the summer.



"All right, then. Who was able to see the pole?"

Published for the employees of Bird & Son, inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

Highlights of Six Months' Report To Stockholders

Consolidated net sales for the first half of 1967 were \$36,181,000, compared to \$36,779,000 for the same period last year. Consolidated net earnings for the six months' period were \$786,000, compared to \$1,647,000, for the first six months of 1966.

"The drop in the home building industry, which occurred during the last half of 1966, continued to affect the Building Materials Division during the first half of 1967. Extremely competitive conditions resulted in badly depressed prices, with a corresponding effect on earnings.

"Some price improvement has taken place in July. Demand for our products is again on the upgrade with a general

pick-up in home building. If this condition continues, the last half of the year should show improvement in earnings in the Building Materials Division.

"During the first half of the year demand for paperboard products was somewhat below a year earlier, but it is expected that sales will strengthen throughout the balance of the year.

"Bird Machine Company experienced still further sales growth during the first half of the year, and shipments continue at a high level, although the incoming orders indicate some slackening of business in the capital goods field."

Barnes' Team Leading In Men's Golf Tournament

At the half-way mark in the Men's Golf Tournament, James Barnes' team is well in the lead, but some good players on other teams are threatening to change that before the season ends.

The second half of the season started on July 10 with new line-ups according to the records made in the first half. Forty-four men are signed up as regulars, and eleven as substitutes. Four matches remain to be played, as of August 3, before the tournament and banquet at the end of the summer.

Team standings after four matches are as follows:

Team	Won	Lost
James Barnes'	51½	20½
Fred Turco's	35½	36½
Percy Spiers'	31	41
Edward Fitzpatrick's	26	46

John P. Koval

(continued from page 1)

ation from high school and previous work as a truck driver and wood cutter.

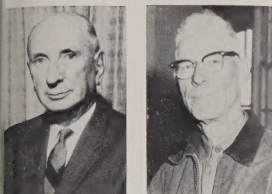
Following three and a half years in active service in the Air Force during World War II, he returned to his surfacing tender's job on No. 9. The following year he took two steps which were important to his future advancement: he accepted a transfer to the Roofing Laboratory as an assistant; and he began a course of evening study at Northeastern University.

It took ten years to accomplish, but John Koval persevered in his education. After several years he received an associate degree in Chemical Engineering; then in June 1954 he obtained his full Bachelor's Degree in Business and Engineering and two years later, his Master's Degree in Business Administration.

He was advanced to a technician in the Laboratory and in 1951 was promoted to foreman, first of No. 7 machine, then of No. 9. Since July 1963 he has been schedule coordinator and labor relations man for the plant.

John and Mary Koval moved to their new home on Brookfield Road, Norwood last October. Their oldest son, John, Jr. is in the finance division of the Air Force and stationed in Viet Nam; Michael, 19, is in his second year at Lowell Technological Institute; and Gregg, 14, a sophomore at Norwood High School. During the seven or eight years that his sons were active in Little League, John served as a coach and an umpire in the Norwood League. He is a member of the Norwood Council, Knights of Columbus.

Four From Massachusetts Move Into Retirement



James R. Hanley Harold Corbett

As JAMES R. HANLEY retired at the end of July, he looked back to the day he arrived in East Walpole prior to starting work on December 15, 1924. It was a cold, snowy Sunday. A room had been arranged for him at the Bird Club, a rooming house for men on a hill in East Walpole — now the residence of Attorney Bernard G. Sykes.

Jim came by train from Providence. When he alighted at East Walpole and found that the house was a mile away, he asked about a taxi. "Taxi!" the depot master snorted, "Around here we walk!" About that time Bill Koehler and another Bird Club resident showed up with transportation, much to Jim's relief! He continued to live at the Bird Club until married in 1926.

His first assignment was at the Floor Covering Laboratory where he recalls Frank Maguire was chief chemist and Len Hills the research chemist. In June 1933 he moved to the Roofing Plant laboratory where he worked on the early development of granules. Later he also began work in connection with the review of patent applications.

This led directly to his transfer in 1951 to the Research Department then located at East Walpole, where under Frank Reynolds he worked on patent applications and trademark matters as well as various research assignments. In recent years he has become deeply involved in patent and trade mark matters.

Reminiscing the other day, he recalled that he had worked during the administration of all six Bird & Son presidents: Charles Sumner Bird, Philip R. Allen, Benjamin H. Roberts, Axel H. Anderson, Ralph A. Wilkins, and Robert F. Jenkins.

Jim and his wife Madeline have no definite retirement plans. They will continue to live at 135 Roosevelt Avenue, Norwood, but may eventually move to Florida where Jim has a brother. Their son also lives in Florida, in Jacksonville, where he is employed as a research and development chemist in the Organic Chemicals Division of The Glidden Company. There is also a nine-year-old grandson in Jacksonville.

It was just four months ago, in April, that Harold Corbett was receiving congratulations on his 25th Bird & Son anniversary. Last June he was again in the news, retiring from his job as he reached his 65th birth date.

For most of his Bird & Son life he was a shipper at the Norwood Roofing Plant. First he drove the electric trucks which were used in the 1940's. Later he

became a checker-driver on the gas trucks, and continued in that work to his retirement.

Harold says he has no particular retirement plans. He and his wife, Minnie, will continue to live at 1156 Park Street, Stoughton. They own a trailer at this address and like their mobile home very much. Their married son, Clifford, lives in Attleboro. Their daughter, Mrs. Jean Araujo, lives in the same Stoughton trailer park as her parents. There are two granddaughters, one in Stoughton, one in Attleboro, both much adored by the grandparents.

Lester E. Fearon, production manager of Dinsmoor Division, Lawrence Plant, retired at the end of July after 44 years of continuous service with Dinsmoor.

A farewell luncheon was held at the Merrimack Valley Motor Inn on July 14th which was attended by other long-time employees of Dinsmoor. President Robert Jenkins and Vice-Pres. George Tooker from East Walpole were present at the luncheon.

Mr. Fearon is leaving for a vacation in Canada, after which he will settle down at his home in Methuen, Mass.

After a Bird & Son career of 39 years, Charles MacDonald of the East Walpole Fibre Box Plant Shipping Department retired on July 31.

His continuous employment started in 1932 at the No. 1 Box Shop; but prior to that, from 1926 to 1930, he had worked at the Machine Shop,

giving him his total of almost 40 years with the company. In 1932, after a brief period in the Combiner Room, he transferred to the Shipping Department where he remained until his retirement at age 67.

Charlie has enjoyed good health all his life. In fact, he says he can't remember being out sick in his nearly 40 years of work. He hopes to continue enjoying good health.

Although he has no definite plans for the future, he wants to keep busy doing odd jobs. Gardening is one of his pastimes. He also hopes to take a trip to Canada. He and his wife, Bess, live at 35 Hanson Avenue, Walpole. They have a son who is a hairdresser.

On his last day of work a party was held for him at the Shipping Office at which time he was presented with a transistor radio from all his many friends.

Contributors

Reporters submitting news for this issue of the Review include: Lucy Sullins, Johnnie West, Jr., Ora Miller, Blanche Kerlin, Robert Zobel, Richard Ury, William Mazzyk, Linda Lee, Arline Wilkes, Jo Ann Brown, Sandra Pitso, Doris Reardon, Helen Tohosky, Mildred Sanborn, Alfred Breen, Catherine Brady, William Ford, William Grinovic, Mary Driscoll, Jack Reddick, Beatrice Tyrrell, Robert Roby, Leonard Weaver, Raymond Bearce, Thomas Reynolds, Kenneth Virtue.

TOP OF THE NEWS

MAIN OFFICE

More than sixty friends of James A. Hanley gathered to honor him at the Floral Steak House on July 27, just before his retirement at the end of the month. A great many additional people contributed to the gifts presented that night — a short wave radio and a large gift of cash. Vice President P. C. Johnson acted as master of ceremonies. It especially pleased Jim to have his son and daughter-in-law from Florida present; his former boss Frank Reynolds, now retired and vacationing here from Florida; and Mr. Martin Kirkpatrick, patent attorney with whom Jim has been closely associated.

Professor James T. Flynn of Holy Cross College is teaching Imperial Russian History to graduate students at Boston College this summer. He is the son of Mrs. Ruth Flynn, chief telephone operator.

Herbert W. Church, past commander of the Norton American Legion Post 222 represented his post as a delegate at the 49th Annual American Legion State Convention at Chicopee, June 29-July 1. He was elected an alternate from Bristol County to the national convention to be held in Boston, August 25-31, where they expect delegates and alternates from the fifty states, District of Columbia and six U. S. territories.

During the past year Herb was chairman of the Post Building Committee which involved being in charge of moving from their present home to a new site. Herb guided the work of many of the members who helped build an addition to the present home and put the Post back in operating condition. Other Bird employees assisting were John Dill, Post adjutant, of East Walpole Maintenance, and Mason Johnson, past commander, of the East Walpole Laboratory.

We welcome the following people to the Building Materials Sales Department: Jack Arkell, assistant sales service manager and Cindy McLaughlin, edit clerk.

An article entitled "Accident Prevention-Safety" by Safety Manager Robert C. Roby appeared in the last quarterly issue of the Asphalt Roofing Industry Bureau News Letter. This bulletin is mailed to all members who participate in the safety program of the ARIB. Following Bob's article the latest statistics of the safety records for the various groups were printed.

Claire Cobb of the Credit Department spent a week of her vacation at the Cape. John Jarlis of Data Processing was planning a vacation in Vermont, where he hoped to do a lot of fishing.

Nora Kane reports that she has been "dog sitting" for a friend's dog for two weeks!

David Russetti is motoring to Expo 67 during his summer vacation.

Genevieve McEntee spent her vacation in Alton Bay, New Hampshire.

Walter Wells spent one of his two vacation weeks on the Cape where he reports the weather was not too good.



VISITS LEWISTON PLANT. While on vacation Helen Tohosky of the Bird & Son East Walpole telephone office visited the Lewiston Plant. Plant Manager Robert Houghton, left, and Salesman Arthur Lynch, right, greeted her and gave her an interesting tour of the plant.



DRAMATIC SHOT of the popular United States pavilion at Expo 67, taken by one of the early Bird & Son visitors — Doris Reardon of the Main Office. The minirail transportation system between the islands at Expo goes right through this building.

For her vacation Ada Brady is motoring to New Hampshire, Vermont and Canada, including Expo 67.

Helen Tohosky of the telephone office is a proud grandmother for the first time. Her daughter, Roberta (Mrs. William Bosco) of Nashua, New Hampshire gave birth to a seven pound, three ounce girl. Mother, daughter and grandmother are all doing fine.

We were happy to have Parky Rogers, former head of the IBM Department visit one day in July; he looks fine. He sees many changes in the department. He retired five years ago.

(continued on page 4)

LONG SERVICE LIST

SEPTEMBER				
Name	Year	Dept.	Yrs.	
Walter S. McKenna	9-27	Fibre Box Plant	40	
Arthur A. McKenna	9-18-27	Roofing Plant	40	
Kenneth W. Houghton	9-2-42	Fibre Box Plant	25	
James J. Maguire	9-8-42	Shoe Ctn Plant	25	
Alfred J. Fairfield	9-14-42	Roofing Plant	25	
Louise T. Conti	9-23-42	Fibre Box Plant	25	
Andrew M. Jacobson	9-24-42	Roofing Plant	25	
Francis G. Malacinski	9-4-47	Roofing Plant	20	
Edmund J. Macinkas	9-5-47	Roofing Plant	20	
James A. MacLellan	9-17-47	Roofing Plant	20	
Edward V. Malinsky	9-18-47	Paper Mill	20	
Joseph F. Duoba	9-22-52	Fibre Box Plant	15	
Joseph Sitkasaus	9-23-52	Shoe Ctn Plant	15	
Charles E. White	9-24-52	Fibre Box Plant	15	
Adolph J. Krusas	9-29-52	Fibre Box Plant	15	
Edmund E. August	9-30-52	Fibre Box Plant	15	
Francis R. Ayotte	9-4-62	Shoe Ctn Plant	5	
LEWISTON				
Maryette E. Smith	9-24-57		10	
PHILLIPS DALE				
Edgar C. Vatcher	9-22-27		40	
Fred G. Pierson	9-27-27		40	
Joseph S. Faria	9-18-42		25	
Charles H. Waterman, Jr.	9-24-42		25	
CHICAGO FELT MILL				
William Sharp	9-17-57		10	
SHREVEPORT				
Clenard F. Chandler	9-14-42		25	
Billy L. Sims	9-6-57		10	
Ernest W. Hayes	9-12-57		10	
Verlin Stephens	9-4-62		5	
Sidney J. Carey	9-18-62		5	
CHARLESTON				
Aaron J. Carter	9-5-57		10	
Wayne B. Umphrey	9-5-57		10	
Preston O. Brooks	9-6-57		10	
Joseph W. Evans	9-9-57		10	
Ernest H. LeMay	9-11-57		10	
Alfred C. Lukow	9-11-57		10	
James E. Owens	9-14-62		5	
John E. Lyons, Jr.	9-17-62		5	
PERTH AMBOY				
Harry Thorsen	9-18-42		25	

Lindblom Elected a Director, Nat. Acctg. Ass'n.

Lawrence M. Lindblom, accounting research manager, was elected a national director of the National Association of Accountants at the recent annual meeting of the Association in Denver. The election is for a two-year term.

Mr. Lindblom was one of the organizers of the Mass. Route 128 Chapter of the National Association formed several years ago and has served on its board of directors and as president for one year.

He has been associated with the Accounting Division of Bird & Son since 1937, was general cost accountant from 1950 to 1966 and last September was promoted to accounting research manager.

Both Larry Lindblom and Ronald Babcock, cost accounting manager, attended the Denver meeting.

TOP OF THE NEWS

(continued from page 3)

PAPER MILL AND POWER

We extend sympathy to George Tooker whose father died on July 25 on Long Island.

Our best wishes go to Joseph Bourgeois, paper inspector, on his recent engagement to Cleste Levesque. Both Joe and Cleste are Blackstone High School graduates. The wedding has been set for June, 1968, at St. Teresa's Church in Blackstone.

A recent post card from Paul Perschino, who retired last February, was postmarked from Las Vegas. He writes "Hello to all of you at Bird & Son. I am having a wonderful time gambling and eating. This is a very lazy life. We leave for San Francisco tomorrow." Until his retirement Paul worked in the Oiling and Cleaning Department.

Jerry Sheppard and family vacationed in Nova Scotia.

Martin Bowers and family have been on Cape Cod.

Hartford Doucette took his family camping in Maine.

John Wozniak and family visited a married son who is in the service in New Mexico. Highlight of the visit is a new granddaughter!

Chester Ambruskevich and his family spent a week at Expo 67.

Frank Woodman flew to California for two weeks.

E. WALPOLE FIBRE BOX PLANT

Joseph Johnson and his wife enjoyed a vacation trip to Sebago Lake, Maine.

Mona Chicoine is visiting Expo 67 during her vacation.

Welcome back to Louise Conti who has been out sick recently.



TWO MORE JUNE GRADUATES receive our congratulations. At the left, Sandra Bamborg, daughter of Foreman H. Elton Bamborg of Shreveport; she graduated from Byrd High School. At the right: Roger J. Sylvestre, Jr. who graduated from Woonsocket, R.I. High School in June. His father works at the East Walpole Shoe Carton Plant.



PROUD GRANDFATHER, Guy Hoyt of the Manchester Plant, beams as he poses with his grand-daughter, Sharon Lee Barnes, who became Mrs. Gordon Leper on June 10, 1967. At the left is Guy's lovely daughter, Mrs. Louise Barnes, mother of the bride. The ceremony was held at the Presbyterian Church in Detroit, Michigan.

Albert Morelli and family spent part of their vacation at the Expo 67 Fair. Other vacationers in the Finishing Department include Henry Renaud and his wife who visited Expo 67 and Donald Dyer and family who took a trailer trip to Connecticut, visiting historical sights along the way.

E. WALPOLE SHOE CARTON PLANT

Joseph Smelstor spent his vacation in New York.

Anthony Morisano took a trip to Pennsylvania on his vacation.

Amos Dixon went to Amherst, Nova Scotia for his vacation.

Peter Miskinis took short trips and Vaughn Allen spent part of his vacation at Albany, New Hampshire.

NORWOOD ROOFING PLANT

David Bearce, son of Howard Bearce, Norwood Granule Plant foreman, participated in a panel recently at East Lyme, Connecticut on the subject of Low Income Housing. David is assistant to the chief underwriter of the Federal Housing Authority and will be the consultant in a \$125 million program, announced at the Connecticut meeting, to provide "people-centered" low income housing for 1,000 families in ten Connecticut cities.

William Waller, State Housing Chairman for NAACP, stated that ten 100-unit complexes would be built during the next five years with FHA funds and would mark the direct entry of the civil rights organization into housing.

Back in 1952 Dave Bearce worked at the Main Office Storeroom for about six months. John Grudnaskas spent a "working" vacation, shingling his house — Bird Wind-sides, of course.

The Cape and South Shore area is popular vacation land with Roy Walton at his cottage in Wareham, Ray Bearce at Manomet, John Polovitch at Pocasset and Jack Reddick camping at Myles Standish State Park in Plymouth.

John Famolle and Joe Courmoyer both went on duty with their National Guard outfits, John to Camp Drum, N.Y. for three weeks and Joe, two weeks at camp in Rhode Island.

Tony Nado visited relatives in Chicago.

Henry Thomas returned to work after being injured in a serious accident during his vacation in Maine. A car in which he was a passenger was in a head-on collision, with two of the occupants of the other car killed. Henry was hospitalized for a short while with a number of stitches in his face and arms.

MANCHESTER PLANT

Mr. and Mrs. Guy Hoyt recently traveled to Detroit to attend the wedding of their granddaughter, Sharon Lee Barnes to Gordon Leper. The wedding took place on June 10 at the Presbyterian Church in Detroit.

Sharon is the daughter of the former Louise Hoyt. After the wedding Guy and his wife spent a few days with their daughter's family.

At the end of June Mr. and Mrs. Robert C. Harden attended the National Square Dance Convention at the New Convention Hall in Philadelphia, Pennsylvania.

Bea Tyrrell and three friends attended the stage production of "Barefoot in the Park" starring Bud Hunter at the Ogunquit Playhouse in Ogunquit, Maine. Just don't ask her what it costs, that's what hurts! Car rentals, tour charges, and so forth, they all add up!

Bob and Barbara Harden also saw "Barefoot in the Park" at the Lakes Region Playhouse, in Gilford, New Hampshire, starring Myrna Loy. One point we all agree on — it is a terrific play and one you should not miss if it comes your way.

"The Male Animal" which played at Ogunquit on the week of July 3 was very good, also. This starred Garry Moore. Bea Tyrrell attended this during her vacation, a few days of which were spent around the Maine coastal region. While there she visited Mr. and Mrs. Les Damon at their camp. Les retired about a year ago from Fowkes Manufacturing Company, a Bird & Son customer. Beas reports that Mrs. Damon who has been ill for sometime is doing very well and feels quite well now.

SHREVEPORT PLANT

We enjoyed a recent letter from PFC Rodney D. Lewis, on leave for military duty. Rodney is stationed in Vietnam and says he drives a 5-ton truck delivering ammunition. He states that both the weather and the war are pretty hot.

Things are really buzzing at the home of Frank Markham. They had as a visitor recently Miss Judith Turner, an overseas airline stewardess. She was very impressed by the friendliness of the people and the cleanliness of the city. Daughter Linda is very busy with Zeta Tau Alpha rush and will begin her sophomore year at Louisiana Polytechnic Institute in the fall. And son Scott who recently completed his Master's degree, will leave in September to accept a position in the advertising department of an authoritative financial journal in New York. He has been employed by the Shreveport Office of this firm since 1964.

Annora Cox is very happy that her daughter is at last settled in Shreveport again. Annora's son-in-law, Dr. Sam Maxey, has completed his tour of duty in the Air Force. For two years the family lived in Scotland. It's nice to have them home again.

D. L. Oliver, Jr. is missed by both the employees of the office and the mill since he has been ill. We all wish him a very speedy recovery and return to the job.

Vivian Wilson's son, Bill, planned a surprise trip for her to Six Flags Over Texas recently. Due to her mother's illness, Vivian has been staying close at home and this was such a treat for her. Bill had made all the arrangements, even to someone to stay with his grandmother before Vivian knew anything of the plans. They enjoyed a picnic on their way to Dallas, spent most of the day and early evening at Six Flags and then topped the trip off with a visit to her brother-in-law and his family. It was a wonderful vacation for Vivian and she enjoyed every minute of it.



AT EXPO '67, Blanche Kerlin, center, and two friends, Lily Doiron and Orlean Madden, pose near the Canadian pavilion. A station of the minirail is in the background.



EXCHANGE VOWS. In a lovely wedding scene at Trinity Methodist Church, Shreveport, Brenda Sue Wilcher and Albert Lee Hicks were married recently. Brenda is the daughter of Merline Johnson of the Sales Department and Albert, the son of Mrs. Martha Hicks. The couple now resides in Shreveport.

derful vacation for Vivian and she enjoyed being with her son, his wife and their children too.

Blanche Kerlin of the Office, with Lily Doiron, Violet Turner and Orlean Madden toured the eastern part of the United States and Canada on their vacation. Lily is sister-in-law of Dick Doiron of Maintenance and Orlean is sister of Marion Madden, truck driver.

The traveler's first stop of interest was Windsor, Ontario, then on to Niagara Falls. They report both the American Falls and the Canadian Falls are beautiful. At the time of their trip apple blossoms were out and the flower gardens with thousands of tulips were breath-taking. The tulips were given by Queen Juliana of the Netherlands in appreciation for her stay in Canada in exile during World War II.

A tour of the power plant on the St. Lawrence, shared by U.S. and Canada was also interesting. Three days were spent at Expo '67 in Montreal. Returning, they visited New York, Washington, D.C., and then on home through the Shenandoah Valley and the Smokies — a very enjoyable trip.

During the time he has spent as a Civil Service employee at Barksdale, Floyd Sullivan has met many airmen from distant places and taken them home to enjoy a day away from the base. Some of his friends were transferred and this year he and his wife, "Miss Mac," decided to visit two of them on their vacation. The accompanying picture taken at Mt. Rushmore in the Black Hills of South Dakota shows James Crews of Jacksonville, Florida, now stationed in Rapid City, South Dakota, Malcolm Bobby Hobbs of Los Angeles, California, now in Cheyenne, Wyoming, Floyd and Lucille Sullivan. Many places of interest in Colorado, Wyoming, South Dakota and Missouri were enjoyed by the Sullivans' during their two week vacation in their camper.

Sandra Bamborg, daughter of H. Elton Bamborg, foreman of No. 3 Machine, will enter the Shreveport branch of Louisiana State University next month. She graduated from Byrd High School in June.

Bird Club Council Elects Reynolds Treasurer

Thomas E. Reynolds was elected treasurer of the Bird Club at the Council meeting of July 11 to serve until the next annual meeting in April 1968.

Tom is no stranger to the Bird Club. He was a member of the Council for a three-year term and he has served several years as chairman of Special Activities. He is an industrial engineer and joined Bird & Son in November 1962.

CHICAGO ROOFING PLANT

We wish to extend our sympathy to the mes Ellis family on the loss of their young son.

Betty Lutz (who presides at the switchboard) and her husband Bill and their children young Bill and Tammy vacationed in Lake Vermilion, Minn. and had a fine time swimming, fishing, and boating. Betty's husband Bill caught a 15 lb. 3 oz. northern pike which he is going to have mounted.

This is a big year for young Bill Lutz — his first year in Little League baseball. He was in his second year in second grade in their division. Incidentally, Bill hit some runs his very first time at bat this season.

Mae Schaller took a week's vacation and went to Chicago. Mae says "Try it — there is lots to be seen here!"

Ray Gusick and his wife took a trip west in July. They went to Denver, Colorado Springs and other points of interest. They even drove up to Pike's Peak. At the top there was a little snow, part way down rain, and sunshine at the bottom. They also visited the Air Force Academy.

We are happy to report Mack Roach has finally moved his family to the area. They are now living in Homewood, Ill.

HARLESTON PLANT

This is the time of year for vacations of which there were plenty. We are sure we issued quite a few people who went on vacation and we are sorry, but the ones we did happen to hear something about include:

Dick Ury was going to do some fishing and also make a trip to Cincinnati, Ohio; Steve Gooden was going to the mountains; Bill Wilson took a trip to Kansas; Stan Phillips just planned on working in his arden at home.

Homer Bills went to Detroit, Michigan for three weeks; Jimmy Owens is planning a trip to the mountains to see some Indians; Bill Price had a lot of painting at home to catch up on during his vacation.

George Davis was on vacation, but that was all the news we could get; Bill Mazzyk went to Florida for some fishing and camping; and Preston Brooks vacationed at Rock Island.

Leroy Small and Leroy Strickland were in the hospital for an operation, but we are happy to report that both are back to work and we hope doing fine.

Note Turner is in the hospital for an operation and we wish him a speedy recovery.

Dr. Richard M. MacDonald, whose picture appeared in last month's Review, and whose father is Malcolm MacDonald, received a special citation from Citadel Col-



JUNE BRIDE. On June 17th Joan Pierson of the Phillipsdale Plant Office became the bride of Richard Anthony. The ceremony was at the Haven Methodist Church in Seekonk. This picture was taken at the reception at The Falstaff in Seekonk.

lege last month. Dr. MacDonald graduated from Citadel in 1962 and received his doctor's degree from the Medical College of South Carolina in 1967. Since 1962 he has served as assistant director of The Citadel Summer Camp for Boys, as assistant director of the school's cadet chapel choir since 1961 and as assistant to The Citadel surgeon in 1967.

The award commends him for "the highest order of efficiency in the execution of his duties and conducting the affairs of his office in a manner that redounded to the credit of the school." It also praises his great talent for understanding, organizing, training and influencing in a salutary manner the hundreds of boys who attended camp while he was there. He is given the credit for being largely responsible for the camp's widespread favorable reputation.

We welcome Linda Jo Beavers to Bird & Son, Inc. Linda will be working in our Billing Department.

Here are more vacation reports: A. K. Powers spent a week in Florida fishing; John Burn and family are camping in the mountains; Linda Lee vacationed at Folly Beach; Gloria Patterson spent a few days at a local beach; and Barbara Roberts and family plan a camping trip.

Janice Ritter has been transferred to the Payroll Department. We wish her much success in her new job.

Mary Jo Raskoski and family spent a day deep sea fishing with her brother and family who have been visiting.

We extend congratulations to Richard S. Whitmer who has been appointed to the position of South Atlantic District Sales Manager.

We are glad to see Betty Truitt recovering so well from injuries sustained in an automobile accident.

The mountains seem to be a popular attraction this year. Jack Lee and family spent a week camping in the mountains of Tennessee. Mamie Powell and family also went to the mountains of North Carolina.

Fresh vegetables were in abundance at the office this year, Jean Minshew supplying them all.

"Messiah" Rehearsals Start September 11; All Singers Welcome

On September 11 — not too many weeks distant — the Neponset Choral Society will open its fall season. Rehearsals for a December 10 performance of "The Messiah" start that evening at 8 P.M. at Bird Hall in East Walpole.

The general public is welcome and Bird Club members are receiving a special invitation through notices now being circulated. There are no voice trials. Anyone who likes to sing is cordially invited. "Be prompt, please," says Director Leonard Weaver, "and bring your copy of the oratorio if you have one."

This ever popular work is done frequently by many chorus groups, but is still tops in both listening and singing pleasure. It has not been performed by the Neponset Choral Society since 1957. Don't miss this opportunity to sing these stirring choruses with one of the finest choral groups in New England.

The date — Monday, September 11. The time — 8 P.M. The place, Bird Hall, East Walpole.

Pike

(continued from page 1)

Abington, Mass. His Bird & Son employment began on October 24, 1966 as assistant sales service manager in the Northeastern Division of Building Materials.

Ray and his wife, Barbara, live at 285 Oak Street, North Abington. They have two children, Ray age 4 and Alicia age 2.

Petroni

(continued from page 1)

polo Woodworkers, in Foxboro. The Goudreau family has a son, Stephen, almost a year old. Lili starred in baseball both at high school and some years ago for the Bird & Son team. He also was one of the top bowlers in the Bird Club league for many years.

Recent Deaths

Samuel D. Gorelco

SAMUEL D. GORELCO, retired Phillipsdale employee, died June 27, 1967 at the Roger Williams General Hospital in Providence at the age of 80.

He had been employed at the Phillipsdale Plant for thirty years, starting in June 1923 at the Beater Room. He later worked in the Shipping Department and in Cleaning, retiring at the end of December 1953.

Born in Russia, he came to this country at age 24 and had lived many years in Providence. At the time of his death he was residing in Johnston, R.I.

His widow is Mrs. Ann Mary Gorelco. There are also four daughters, Mrs. Michael Zosa of Johnston, Mrs. Syl Pauley and Mrs. Woodrow Johnson, both of Warwick, and Mrs. Benjamin Akuciewicz of Cumberland, 12 grandchildren and a great-grandchild.

Funeral services were held on June 30 at the Thomas and Walter Quinn Funeral Home in Providence.

Michael Waytekunas

MICHAEL WAYTEKUNAS of 146 Winslow Avenue, Norwood, died on July 4, 1967 at the age of 85. He was a former paper mill employee, retiring in 1949.

Born in Lithuania, he came to this country as a young man and began his Bird & Son employment at the Beater Room in East Walpole Paper Mill in June 1912. He later worked in the Stock Transfer and the Cartridge Paper Departments. For the last twenty years of his employment he was a finisher at the Finishing Mill.

Surviving him are his wife, Annie, and two sons and a daughter: Joseph of Norwood, Anthony of Medford, and Mrs. Annie Brady of Connecticut. Funeral services were held on July 7 with a requiem mass at St. George's Lithuanian Church, Norwood.

Henry C. Holmegard

HENRY C. HOLMEGARD, 60, died in Weymouth on July 19 after a long illness.

His Bird & Son employment started at the East Walpole Fibre Box Plant on February 25, 1935, and three months later he transferred to the Shipping Department of the Norwood Roofing Plant. Here he has been a checker for many years. He also worked at Roofing and Floor Covering from 1926 to 1932. He was on leave of absence for military service from March 1942 to December 1945 and saw service in Europe with the Infantry.

A bachelor, he was born in Norway and worked on a farm in New Hampshire when he first arrived in this country in 1926. He lived many years in Norwood.

Funeral services were held on July 22 at the May Funeral Home, Norwood. A brother, Axel, of Chicago, survives him.

Joseph DeCosta

JOSEPH DE COSTA, 24 Fern Drive Rumford, R.I., who retired from the Phillipsdale Plant last December, died at the Rhode Island Hospital on July 20, after a short illness. He was 65.

Born in St. Miguel, the Azores, he had worked for 42 years in the Stock Handling Department at the Phillipsdale Plant, starting in 1924 and retiring at the end of December, 1966.

He is survived by his wife, Mary DeCosta, a son, Walter, of East Providence, a daughter, Mrs. Hilda Francis of Johnston, R.I., four sisters, three grandchildren and one great-grandchild.

Funeral services were held on July 24 with a solemn requiem mass at St. Francis Xavier Church, East Providence.



OLD FRIENDS MEET. At the Mt. Rushmore memorial in Black Hills of South Dakota are, left to right: James Crews of Jacksonville, Florida, Malcolm Hobbs of Los Angeles, and Floyd and Lucille Sullins of Shreveport. (See story in Shreveport news)

Joseph P. Lynch Elected Director of Credit Union

At its July meeting the Board of Directors of the Neponset Credit Union accepted with regret the resignation of Velma Cobb Donnelly and elected Joseph P. Lynch, personnel manager at Bird Machine Company, to serve as director until the annual meeting next November. He will also take Mrs. Donnelly's place on the Auditing Committee.

Mr. Lynch joined Bird Machine Company in 1959 as assistant to the personnel manager, Ronald Sager. Upon Mr. Sager's retirement in September 1963, Mr. Lynch was promoted to fill the vacancy. Mr. Sager was for a number of years a director of the Credit Union also.

Mr. Lynch, who, with his wife and two children, lives in Canton, also worked for the Bird Machine Company in the Purchasing Department from 1956 to 1959. A graduate of Boston College, he studied Law at the evening school division of Portia Law School.

In 1959 he graduated and passed his bar examinations, following which he ran his own law office for a short time, returning later that year to the Personnel Department at Bird Machine Company. From 1941 to 1956 he was a fighter pilot in the U.S. Marine Corps.

Mrs. Donnelly has been associated with the Neponset Credit Union since 1954 when she first came to Bird & Son. First a general clerk, she became clerk and assistant treasurer in 1942, and treasurer upon the retirement of Albert W. Smith in June 1962.

Her marriage to Mr. William Donnelly of Chicopee, Mass. took place on December 26, 1965. She resigned as Credit Union treasurer in June 1966 to make her home in Chicopee, but continued to serve as a director. She was first elected a director in 1942 and at the time that she was also elected clerk and assistant treasurer.

Velma was also very active in the Bird Club. She served on various committees, on the Club Council, was treasurer for several years, and from 1961 to 1966 was secretary.

Safety Record Improves

Good news! The Bird & Son safety record shows a reduction of 18 lost time accidents in the first six months of 1967. The frequency rate — i.e. the number of accidents per million man hours worked — is at 28.71, compared with 37.08 in June 1966. Total accidents this year — 64; last year, 82. Even one lost timer is one too many, but a reduction of 18 in six month's time is a good step in the right direction.

Six plants have had no lost time accidents at all in the first half of the year: Manchester, which has the best safety record, followed by Lewiston, Waterville, Perth Amboy, Charleston and W. J. Hill.

Here's the score for the first six months:

Plant	No. of Accidents 1967	No. of Accidents 1966
Manchester	0	0
Lewiston	0	0
Waterville	0	0
Perth Amboy	0	0
Charleston	0	2
W. J. Hill	0	1
E. Walpole Power and Maintenance	2	5
Chicago Felt	1	0
Shreveport Roofing	4	1
E. Walpole Fibre Box	6	13
Norwood Roofing	9	4
E. Walpole Shoe Carton	5	14
Phillipsdale	9	11
G. W. Dinsmoor	2	6
Chicago Roofing	8	12
Shreveport Felt	2	0
Paper Mill and Finishing	13	13
Bardtown	3	—

Executive Vice President B. P. Soward states: "We are pleased that our renewed efforts in safety are paying off. Since the first of the year, employees in all plants have been putting in that little extra care that good accident prevention requires. Management is pleased with the improvement. I am sure there are many men and women throughout our organization who are also pleased that by working safely they have saved much grief for themselves and their families.

"We hope for continued improvement in our safety record right through the year."

Christopher Corbett is Production Manager at Dinsmoor, Lawrence Plant

On July 14, Christopher H. Corbett was appointed production manager of the George W. Dinsmoor Division of Bird & Son, assuming the responsibilities left vacant by the retirement of Lester E. Fearon.

Mr. Corbett joined Dinsmoor Division in February 1967 immediately after his honorable discharge from the U. S. Navy with the rank of Lieutenant. He received his B.A. degree in 1963 from Yale University, majoring in English, and plans further study at Northeastern University in Industrial Management.

A native of Montclair, N. J. Chris is married and now living in North Reading, Mass.

Carr Leads As Twelve Win Suggestion Awards

At the half-way mark in the 1967 Suggestion program, there have been 27 more suggestions submitted than this time in 1966, and 10 more awarded. Total suggestions submitted — 237; total awards paid, 67.

William Carr at the Norwood Roofing Plant received an extra \$25 for having had three money-saving suggestions accepted, and there were eight persons receiving the regular \$25 check for money-saving ideas.

Awards paid in July were as follows:

William Carr, FBM	\$25
Rudolph DeMichele, FBM	25
Larry Dyson, FKPM1	25
Daniel Hourihan, DPHT	25
James Huckabee, FKW	25
Tony Nado, FBPM1	25
John Raposa, DPHT	25
Henry Ravinski, FBPM1	25
Albert Hanson, FJM	5
Sam H. Hicks, FSM	5
Stanley Paskevich, FJM	5
Louis Veres, FJPM4	5

Joseph Grigelevich, Jr. is Cost Accounting Supervisor

On July 31, Controller William Smith announced the promotion of Joseph M. Grigelevich, Jr. to Cost Accounting supervisor. He will supervise Paper Division Accounting and Harlan Heere will head up Building Material Accounting.

Mr. Grigelevich attended the public schools of Cumberland, R.I. and in September 1965 received his diploma from Hubbard Business School of Pawtucket. Before joining Bird & Son in October 1966 as a junior cost accountant, he was employed for a year as an accountant at the Hartford Insurance Group in Hartford, Conn.

Last June he married Miss Claudette Drouin of Pawtucket. They make their home on Armistice Boulevard in that city. He is a member of the National Association of Accountants.

Softball Team Scores Win Over Worthington

With an 8-5 win over Worthington Controls on July 24, the Bird Club Softball team brought their record so far this season to 4 wins, 3 losses.

There are four games left in the season during which the team hopes to extend its winning record.

Red Sox Game - Sept. 8

Another Red Sox ball game coming up! It's the night game with the New York Yankees on September 8 at 7:30.

With the Sox's steady advance toward the pennant, this event is a sure sell out. Get your order in early.

Deadline for ordering tickets through the Bird Club is August 28. Returns should be sent to Paul Pinsonnault, chairman, at AC. This is another of the Special Activities in the Bird Club summer program arranged by Chairman Tom Reynolds.



AN OLD FRIEND FALLS. Once a beautiful elm, shading the entrance to the Bird & Son offices and main gate, this tree was a victim of old age and disease and had to be removed in July. Safety Manager Bob Roby caught this shot just as the trunk was felled.



BACK IN 1950 the big elm framed the old Main Office and cast a pleasant shade over lawn and driveway.



EMERGENCY "TRANSFUSIONS" were given in 1955 injecting liquids to retard the disease and give new life. The tree continued to thrive until the last year or two.

The BIRD REVIEW

Volume 55 No. 9

Published for Bird & Son, inc. employees and their families

September 1967



TWELVE HUNDRED DOLLAR CHECK is presented to Joseph Antanavich of the Lawrence Tube Plant for his excellent suggestion, "Adhesive Coating Machine and Automatic Cut Off Saw." Present for the ceremony at which President Jenkins made the award are: Vice President George Tooker, President Jenkins, the winner, Joseph Antanavich, Executive Vice President Bernard Soward, Production Manager Christopher Corbett, General Manager Robert Watters.

Tuition Aid Program Announced

On September 1 President Jenkins announced the establishment of a Tuition Aid program for all regular full-time employees of Bird & Son, inc.

Up to \$250.00 of tuition aid per calendar year will be paid to any full time employee who enrolls after September 1, 1967 and satisfactorily completes educational courses which further his schooling. The choice of schools and courses is up to the individual employee; however, the school must be an accredited educational institution and the courses must be reasonably related to the employee's job or potential job at Bird & Son. Courses must be attended outside of working hours and cannot interfere with regular work. Correspondence courses from accredited schools are included in the program.

Detailed information on the program may be obtained from department supervisors and foremen. Each course must be approved by the company in advance of the employee taking the course. Then, when the course ends, the employee applies for the tuition refund by presenting his tuition bill and written evidence from the school that the course has been satisfactorily completed. No refunds will be made which duplicate tuition payments received from other sources. Only tuition is covered. There is no reimbursement for registration fees, laboratory fees, books, etc.

In making the announcement President Jenkins stated: "We believe that this Tuition Aid Program will afford each employee an excellent opportunity to improve his or her capabilities. At the same time, we believe that this will provide more capable employees which will be helpful in carrying out the company's policy of promoting from within our own organization."

\$1,200 Suggestion Award to J. P. Antanavich of Dinsmoor

Twelve hundred dollars, the largest Suggestion Plan award in several years, was presented to Joseph P. Antanavich at ceremonies at the George W. Dinsmoor Tube Plant in Lawrence on August 29. This was the first suggestion received from Dinsmoor since the plant entered the plan, and thus, also a first suggestion and first award for Joseph Antanavich. Its title: "Adhesive Coating Machine and Automatic Cut Off Saw."

The \$1,200 check was handed to him by President Robert F. Jenkins. Also present from East Walpole for the occasion were Executive Vice President B. P. Soward and Vice President G. J. Tooker of the Paperboard Products Division.

The excellent idea submitted by Antanavich, and now in use, is a new type of adhesive coating machine, combined with the Knowlton saw which now finish-cuts the cores as they come off the machine. It is a much more efficient machine than the old immersion type tank formerly used for coating the sheet and it also saves both change over time and down time.

Joseph Antanavich is a tube winding operator at the Dinsmoor Plant and has been working there since October 1960. Before coming to Dinsmoor he was employed for over 30 years in the Pacific Mills, Lawrence. Once one of the largest textile mills in Lawrence, the plant finally closed up and operations were moved to the South in the early 1950's. Joe had an opportunity to go South with them, but chose to stay in Lawrence.

Always a Suggester

While at Pacific, he received several awards for suggestions; the largest one was in March 1947 in the sum of \$1,000 for his development of an attachment to the loom which permitted continuous automatic control of quality. Joe still proudly shows a letter dated March 29, 1947 from the then president of Pacific Mills congratulating him on his ability and enclosing the \$1,000 check.

The Antanavichs live at 92 Salem Street, Lawrence. In addition to Joe and his wife there are three sons, one married, two living at home.

Other Awards in August

Other suggesters who received awards in August included Michael Sadaway of the East Walpole Maintenance Department who pocketed an extra \$25 for three accepted suggestions, and the following regular award recipients:

Joseph P. Antanavich, Lawr. Plt.	\$25
Alfred C. DeFlaminis, FXR	25
Michael J. Sadaway, EMM	50
Robert H. Ivatts, EMB	5

Over Two Hundred Enjoy Clam Bake At Francis Farm

Two hundred nineteen Bird Club members, family members and friends, enjoyed the annual Clam Bake at Francis Farm on August 27. For once the weather cooperated, producing one of the few sunny Sunday afternoons of the summer.

Informal games of horseshoes, cards and other sports were organized and enjoyed before the big bake was served at 5 P.M. There were mountains of food, all of it delicious.

Joe Geehan of the W. J. Hill office was in charge of reservations. The Clam Bake is one of the annual events arranged in the Special Events program headed by Tom Reynolds, chairman.



CHATTING AND RELAXING at the pavilion at Francis Farm before the bake was served are several Bird & Son families. By their contented appearance, we judge they probably had just eaten some of the delicious and famous clam cakes served early in the day.



The BIRD REVIEW

Vol. 55 No. 9

September 1967



Published for the employees of Bird & Son, inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser



VICE PRESIDENT RALPH H. HALL presents Superintendent Guy Hoyt with the Safety Trophy which the Manchester Plant now displays, as the Bird & Son plant with the best no-accident record.

Fine Safety Record

The Bird & Son Manchester Plant, which now holds the Bird & Son safety trophy, has not had a lost time accident since February 27, 1963, and has not even had a reported accident since June, 1966. Both of these are extraordinary records and they call for justifiable pride at the plant. As of September 1, Manchester had operated 1639 days without a lost time accident.

This is a good start toward the long record held by the Shreveport Felt Mill,

from which plant the trophy was transferred to Manchester when this Shreveport Plant had an accident on March 6. Up to that date it had established a record of 2713 days without a lost time accident.

In presenting the trophy to Superintendent Guy Hoyt of the Manchester Plant, Vice President Ralph Hall congratulated the plant on its fine record already achieved, and wished them continuing success so that they might better Shreveport's long record.

James Barnes' Team Wins Second Half of Golf Play

When the second half of the Men's Golf season closed on August 28, James Barnes' team led the four-team league. Standings of the various teams are:

Team	Won	Lost
James Barnes'	99½	44½
Percy Spiers'	67	77
Fred Turco's	64	80

Edward Fitzpatrick's 57½ 86½ The season is scheduled to close with an 18-hole tournament to be played with 3/4 handicaps at the Easton Country Club on Sunday, September 10. This will be followed by a buffet dinner.

On the final night of regular play, August 28, all regular qualified members of this year's teams received Bird Club golf jackets. They are a black jacket with red and white trim on the cuffs and the Bird Club name and date 1967 on the left breast.



Three at Phillipsdale Celebrate twenty-fifth; One Retires, Too.

DAVID H. BETHEL of the Phillipsdale Plant wrapped it all up in one month. On August 17th he celebrated his 25th



Bird & Son anniversary, and 14 days later, at the end of the month, he retired.

During his entire 25 years he worked in the Insulating Board Department at various jobs; most of his

time has been spent as a Dry Saw operator.

The Bethels live at 97 Bethel Street, Warwick. They have two sons: Alan who lives at home, and David who makes his home in Florida.

Dave has no definite plans for the present but sometime soon hopes to make a trip to Florida to see his son.

DANIEL J. HOURIHAN achieved his 25 years with the Phillipsdale operation two days earlier than David Bethel — August 15. He, too, started in the Insulating Board Department but soon transferred to the Board Finishing Department where he has been gang boss and machine operator for 20 years. Last January he moved to the Stock Transfer Department as a lift truck operator.

Danny served his country from March of 1943 to March of 1946 in the Army, in the European Theater with the 78th Division.

He has a summer home at East Matunick where he likes to spend all the time he can enjoying the sea breezes. The Hourihan's winter home is at 62 Larchmere Drive, Rumford. At home are two daughters, Sharon, who graduated from East Providence High School last June and Carolyn, a junior at the same school.

The name Daniel Hourihan is a familiar one on the pages of the Review as he has been successful many times as a suggester. In 1959 he won the award for the Second Best Suggestion of the Year.

Bird Club Fall Calendar Has Something For All

It's that time of year again when Fall activities of the Bird Club start.

Whatever your interest, write these events on your calendar so you won't miss the opening date:

Men's and Girls' Bowling — watch for announcements. Notices will be sent out soon.

Art Class — The 1967 season opens at the East Walpole Brigade Room at 7:30 on September 11. A weekly schedule of Monday classes will follow through November 13, according to Chairman Anne Campbell. Mrs. Helen Pierce will again be the instructor.

Neponseth Choral Society — Fall season opens Monday, September 11 at 8 P.M. at Bird Hall. "The Messiah"

Also in the Phillipsdale quarter century parade last month is ANTON C. PIMENTEL, who started work same day as David Bethel — August 1942. He has worked in various departments of the mill, but most of his years have been in the Wood Preparation Department as a defibrator operator. His early years were in the Transfer Department, to 1948.

Tony is very fond of gardening, spending most of his free time in a garden at 78 Winslow Street, Providence, where he and his wife, Mary, live. Their daughter, Mrs. Domingos Vieira lives in East Providence and has three daughters.

Edward J. Carr Named Department Manager of Shoe Carton Shipping

Edward J. Carr has been appointed department manager of the Shipping Department of the Shoe Carton Plant. The announcement was made by Superintendent John C. Nourse on September 1st.

Mr. Carr was educated in the Dedham schools and presently lives at 4 Sunrise Road, Westwood. Prior to joining Bird & Son he had been employed as a supervisor of production at Shiel Chemical Company in Canton, and before that was a supervisor with Wilbur Smith Associates of New Haven, Conn. In his early employment years he has worked in a printing production department at the former J. S. Cushin Co. of Norwood. He also was in sales work for a number of years.

Edward and Eloise Carr are the parents of four children: Joseph, now attending Boston State Teachers College; Edward, Jr., at Blue Hill Regional Vocational School; Paul, 11, in the 6th grade; and Denise, 6, in the 1st grade.

Several years ago Edward Carr was one of the organizers and directors of the Babe Ruth League in Westwood in which his son Joseph was a player. He is a member of the Democratic Town Committee and served as its chairman for four years.

is being rehearsed for a December performance. No voice trials. See special notice.

Cribbage — Parties start in October. See special notice.

Hospital Show — Schedule to be announced soon. See special notice.

Softball Team Tallies Five Wins, Five Losses

The Softball season ended in mid-August with the Bird Club team listing five wins and five defeats. In the five-team league the other local teams were Metal Bellows, Worthington Controls, Robert Shaw, and Nexus.

Chairman Ken Virtue reports a better turnout of players than last year, more enthusiasm, and bright prospects for a good season next year. See you in the spring of 1968!

TOP OF THE NEWS

MAIN OFFICE

On August 1, there was a new arrival in the family of Jack Arkell, sales correspondent in the Building Materials Division. He is the Arkell's first child.

A few days earlier, on July 25, another grandson was born in the Frank Vietze family. Stephen B. Vietze, is the latest member of Frank Vietze, Jr.'s family in Canterbury, New Hampshire.

Four new men have recently joined the staff Accounting Department:

John Bogonis from Arlington, Massachusetts, who is presently attending Northwestern University, evening division pursuing a BA Degree in Marketing.

Wayne Bartoni from Leominster, Massachusetts, who is in his junior year at Suffolk University majoring in Accounting.

Fred Ryan from Brockton, Massachusetts, who is a sophomore in the evening program at Bentley College.

Richard Rushton from Martinez, California, a graduate of Armstrong Business College with a BS in Accounting, now living in Charlestown, Mass.

Paul Pinsonnault returned in August after completing his annual tour of duty with the Army Reserves, spending two wonderful weeks at Camp Drum, New York.

Walter Wells tells us that his son, Walter, Jr. is stationed with the Army in Okinawa for 18 months.

Carolyn Rose has left for a trip to Colorado after working in the office this summer. Upon her return, she will enter the University of Massachusetts.

Alice Ruzzano has a new granddaughter, named Diana.

Albert Hargraves' son, Richard, who just graduated from Boston University with a Masters Degree in Mathematics, will start teaching this fall at Westwood High School.

Mary Zinni enjoyed a trip to Expo '67 during her July vacation.

Sympathy is extended to Alice Wenstrom whose father passed away recently. Mr. Otis Wenstrom used to work at our former Norwood Floor Covering Plant until ill health forced him to leave work several years ago.

Mary Nevins and her husband enjoyed a vacation trip to Richmond, Va. to visit her mother, Peter Stone and family. Mary's mother, who formerly made her home in East Walpole, now lives there also. She returned with Mary to spend a month here.

PAPER MILL AND POWER PLANT

Ann Elizabeth Barker, daughter of Mr. and Mrs. Hermon Barker was married in July to Lieut. Alan D. Olson of the U.S. Army and formerly of Walpole. The wedding took place at Union Congregational Church, East Walpole with a reception at the Barker's home in East Walpole. Hermon Barker is chief chemist at the Paper Mill Laboratory. Lieut. and Mrs. Olson are now living at Fort Bliss, El Paso, Texas and in January will be stationed in Okinawa.

On September 3, the Walter Bidsnack celebrated their 35th wedding anniversary. William Swinnerton and family spent three weeks in Canada.

Leslie Gordon and his family had a short vacation at the beach, while Dominic Silletti and his family enjoyed a week at Old Orchard Beach.

Congratulations to George Baird on passing his exam for his 2nd Engineer's license. Martin Bowers and family spent two weeks at Buttermill Bay on Cape Cod.

WALTER BIDSNAK, JR., son of Walter Bidsnack of the Paper Mill Laboratory. Following graduation from Walpole High School last June, young Walter enters Massachusetts Trade School this fall.



IN THE NEWS LAST MONTH. Promotions for these men were reported in the August issue: Left: Lili Petroni, general foreman of the East Walpole Maintenance Department. Right: Joseph Grigeivich, Jr., Cost Acctg. supervisor.

Edward Powers and his family traveled the St. Lawrence Seaway and also visited at Ottawa, Canada.

It's a second grandson for Arthur Chamberlain. Cabot Raymond, the second son of Mr. and Mrs. Philip Raymond of Washington, D.C. was born on August 22. Arthur and his wife June spent three days visiting his stepson and family in Washington during his July vacation and then went to Ocean City, Maryland for a week at the beach.

Antonio Perry spent a week at Cape Cod with his family.

Frank Orlando, now retired, visited the gang at the Boiler Room recently and told them all about his recent trip to Italy.

We are glad to see John Dorsheimer back to work after being out with a sprained ankle.

E. WALPOLE FIBRE BOX PLANT

We are glad to report that Betty Fraser is home from the hospital and we hope to see her back to work soon.

Walter Cotter and family vacationed in August at Barnstable.

Donald Dyer and family are taking vacation trips to the Cape. Donald has managed to visit most of New England in his trailer during this past summer.

Andrew Wall is home from the hospital. We hope to see him back to work when he is feeling better.

Also we hope that Ray Morrisseau will be back to work soon after a recent accident.

Welcome to James Patchin who has transferred from the Maintenance Department at the Main Mill to the new Maintenance Department at the Fibre Box Plant.

E. WALPOLE SHOE CARTON PLANT

The Fred Geisels welcomed a baby boy, Paul, born July 13. Fred is foreman of the printing operations.

George Chapman is all smiles these days. He became a grandfather when his daughter, Mrs. Ellen McKinnis, gave birth to Kimberley Anne on August 1.

Ambrose Fitzpatrick spent his vacation on the Cape at Hyannis, Mass.

George Chapman vacationed nearby at East Sandwich.

Our sympathy to Joseph Ralkavich whose brother died last month.



NORWOOD ROOFING PLANT

Dennis Kennedy spent his vacation with friends on the Cape.

Charles Solbo and his wife, Rose, spent a happy vacation touring the beautiful state of Maine.

James Smith, Jr. and his family vacationed at Sudbury Beach.

Blanche Kivi of the Roofing Plant Cafeteria vacationed through Vermont and New Hampshire visiting friends and relatives.

It was nice to have Barbara Pickner with us again helping in the cafeteria during vacation.

John Grudinskas spent his vacation putting a new Bird Roof on his home. This reporter has seen the job and reports that it is a beautiful one.

Our congratulations to Mr. and Mrs. Frank Gonsalves on the birth of their new daughter. Nancy Ann was born July 12 at Goddard Hospital, Stoughton.

We welcome back Henry Thomas who was involved in an auto accident while on vacation in Maine.

Peg Owens spent her vacation last month at Mashpee on the Cape.

Welcome to Richard Hambley, formerly of B. F. Goodrich Chemical Company, who joined us in August. Dick is bringing valuable knowledge of vinyls to the Development Laboratory, which will strengthen our position in that complex field. He is anxious to bring his family east from Ohio, for he is not enjoying the life of a bachelor.

Mr. and Mrs. Roger Ambuter welcomed Edward Keith Ambuter, No. 2 son, on July 30. Roger then spent his vacation being helpful around the house as long as he could stay within sound of the radio during the ball games.

James Hulme spent his evenings manning the Champagne Bar at Newport during Verdi Opera week. From his description of some of the patrons, they were more interesting than the Met singers!

LEWISTON PLANT

This month we welcome Janet Cameron, new office clerk. She was a little worried about her husband who is stationed in Iceland and who was in the hospital for a while, but he is much better and back on the job.

A belated welcome to Norman Stebbins, driver, and Joseph Norm Faucher, stitcher and tying machine operator.

We also welcome Yvonne Fish, an old-timer who is back with us, and Margaret Gillis who has returned from her tour of Texas and many other states.

Our sympathy is extended to Bob and Jim Wright on the recent loss of their mother.

It was a great pleasure to meet Vic O'Sullivan on his recent short visit and also to see Dana Mayo again.

Lillian MacDonald and friend Sally Lowerson spent their usual two weeks in Nova Scotia, eating lobsters and having a fine time. Lil is now entertaining her brother and wife, Captain and Mrs. L. W. MacDonald from Vancouver B. C.

Joan Walmsey spent several days in Concord, New Hampshire golfing and relaxing.

Florence Proctor and family spent quite a bit of their vacation time fishing, as did Margaret Gillis and husband also.

The Bob Wrights are very proud of their son Arthur "Butch" Wright. In a recent election of the summer bowling league he was elected King.

Gerry Hinkley has been very busy working on his stock car; he hopes it will be ready for racing in another few weeks if all goes well.

Robert Houghton and family enjoyed day trips and just relaxing around home during his vacation.

We are glad that Eileen Freewe is completely recovered from her recent operation and feeling well again.

Gerard Gosselin came back from Camp Drum feeling fine and glad to be back, although he said the tour of duty was not too bad this year.

Elmo Parker spent some time at Rangeley Lakes and had a good time.

WATERVILLE PLANT

Foreman Norman Mathieu and family recently returned from a week's vacation which included everything from a visit to the Prudential skyscraper in Boston to camping out at Bar Harbor, Maine.

William White of the Shipping Department recently participated in the annual "Tall Timber Days" event held at Eustis and Stratton, Maine. The event featured a rugged 20-mile one-man canoe race starting at Chain of Pond and ending two miles below Eustis Dam.

Bill received second place honors in the race and was presented with a runner up engraved silver bowl. This marks the second time.

(continued on page 4)

Henry Bourassa Retires From Dinsmoor Plant

HENRY J. BOURASSA retired from the Dinsmoor Tube Plant at Lawrence on August 31 after 39 years of service.

He has worked continuously for Dinsmoor since April 15, 1928. Most of that time he was an operator of the guillotine cutter in the pasted board department and for the last fifteen years has served as working foreman of that department.

He and his wife, Annette, live at 29 Morton Street in Lawrence. After he has rested for a month or two, both of them expect to take a trip through New York State and Canada visiting their six daughters and nineteen grandchildren. The Bourassas have been married forty-five years.

LONG SERVICE LIST

OCTOBER

Name	Year	Dept.	Yrs.
Vincent D'Espinoza	10-2-42	Fibre Box Plant	25
Milton T. Gardner	10-2-42	Power Plant	25
William P. Conant	10-5-42	Fibre Box Plant	25
Charles M. Clark	10-13-42	Roofing Plant	25
Charles E. Demery	10-20-42	Roofing Plant	25
John Griffin	10-6-47	Paper Mill	20
Edward W. Jones	10-6-52	Fibre Box Plant	15
Ruth P. Doane	10-14-52	Office	15
Barbara M. Green	10-14-57	Fibre Box Plant	10
John Mulken	10-28-57	Paper Mill	10

LEWISTON

Helen M. Lane	10-13-47	20
---------------	----------	----

PHILLIPS DALE

John Arruda	10-6-42	25
Angelo P. Medici	10-20-42	25
Anthony Rochford	10-24-42	25
William Dickie	10-6-52	15

CHICAGO FELT MILL

Herbert E. Newbolds	10-14-57	10
---------------------	----------	----

SHREVEPORT

James M. White	10-20-52	Salesman	15
John W. Cope	10-28-57	Salesman	10
John G. Bailey	10-2-62	Office	5
Frank M. Allen	10-13-62	5	
Lewell C. Byrdson	10-15-62	5	

CHARLESTON

Earl D. Driggers	10-2-57	10
Lonzo Culick	10-14-57	10
Stephen A. Gooden	10-14-57	10
Charlie M. O'Neal	10-21-57	10

PERTH AMBOY

Earl Brewton	10-5-42	25
Joseph Setnyk	10-3-47	20
Berry Ann Marusow	10-29-62	5

G. W. DINSMOOR CO.

Leo C. Roy	10-26-62	5
------------	----------	---

TOP OF THE NEWS

(continued from page 3)

and year in a row that Bill has captured second place honors.

A welcome is extended to the following new employees at Waterville: Charles F. Dillon and Edward Lombard of the Plastics Division, Timothy Booker, taper feeder and Mrs. Edith Staples, office clerk.

MANCHESTER PLANT

Congratulations to Mr. and Mrs. Stanley Lupa on the birth of a son, Stanley J. Lupa, 3rd, born August 10 at the Elliott Hospital in Manchester. Congratulations are also in order to Mr. and Mrs. Guy Hoyt, again the proud grandparents.

A cordial welcome to Barbara Tilton who has joined the girls in the Manchester Set Up Department.

Thomas O'Connell, Manchester truck driver, and his family enjoyed a late August vacation at Hampton Beach. We wonder how many ball games he saw on his portable TV.

We wish Mary Rich, wife of Bill Rich, a speedy recovery from the after effects of an accident while they were on vacation in Alabama and Virginia.

Al Roberge spent his vacation time at home, where he found plenty of work to be done.

We are glad to report that Bob Taylor's son is recuperating nicely after a time in the hospital.

Bea Tyrrell spent a weekend at the Holiday Inn in Seekonk, Mass. at the regional council meeting of Parents Without Partners, then went on to Hanover, Mass. for a few days. From here she touted the area and made a day trip to Plymouth, Mass., Plymouth Plantation and Mayflower II.

Many Red Sox fans here are anxiously awaiting the outcome of the American League final games, hoping for a local team to cheer in the World Series.

PERTH AMBOY PLANT

LAB VACATIONS

Joseph Kapinos, inspector, spent most of his vacation time relaxing at home in Carteret, N. J.

Joseph Zavorski, inspector, and his family visited his father-in-law in Virginia.

Robert Lowe, technician, spent his time in preparing for the big event in his life, which will take place in November (marriage, that is).

John Lukko, chief chemist, and his wife Mary went back to New England and visited Falmouth and Martha's Vineyard. They also attended the celebration of the 250th anniversary of the founding of the town of Westboro. This town, which is John's birthplace, was the hundredth town to be incorporated in the commonwealth of Massachusetts.

OFFICE VACATIONS

Bud Cosgrove, his wife and their three children spent a lovely two weeks boating, fishing and swimming at Seaside Park, N. J.

Helen Lentvorsky, billing clerk, spent a week of vacation relaxing and lounging



LOAF AND CATCH BIG ONES. That's apparently the technique of Steven Proctor whose picture with a 2½ lb. hog appeared recently in the Moosehead Gazette. Steve is the son of Florence Proctor, Lewiston; the fish was caught while fishing from Curtis Sandy Bay Camps, Moosehead Lake, Maine.



CHRISTOPHER CORBETT, whose promotion as production manager of the Lowrence Tube Plant was announced last month.

around the house. Helen who is an avid seamstress also did some sewing for her daughter Joyce for her fall wardrobe.

Roberta Stevenson, sales correspondent, and her husband Bill spent part of their vacation in Wildwood Crest, N. J. and also visited with Bill's relatives in Connecticut. They had a most relaxing and enjoyable vacation.

We all welcome Martha Duddy, secretary to Mr. T. E. Downey, as a member of the office staff at Perth Amboy. We hope she will have a long and pleasant stay with us.

Congratulations are in store for Mr. and Mrs. Cliff Wittenberg on the birth of their baby girl named Victoria on August 1, 1967. Adele Wittenberg is our former complaint clerk.

Frank Panca, Shipping foreman, his wife and their two children spent a wonderful week at Expo '67. They enjoyed the Fair, but most of all enjoyed Canada itself. Frank's other week was spent taking day trips with his family and working around his beautiful home in Metuchen, N. J.

SHREVEPORT PLANT

On their 25th wedding anniversary, the R. N. Potters were surprised with a party given by their two younger daughters, Claire and Mary Lou. The entire wedding party of 25 years ago was invited as were many other friends. Everyone was having a wonderful time with the party in full swing when another knock was heard at the door and there stood Elizabeth Ann Kilmer, the eldest daughter from Chicago. The night before "Libba" had promised that she would call during the party, but even then she did not know she would be able to attend until she mentioned it to her boss the next morning. Her boss insisted "Libba" catch the next plane heading toward Shreveport and that made the celebration complete.

The Shreveport 1967 All City American Legion baseball team was recently selected and Randy Johnson, son of Shreveport's FSPM-1 Foreman, Phil Johnson, was one of the five unanimous selections to this team. Randy plays 2nd base and finished the American Legion season with a .317 batting average, making him the leading hitter on his team.

The American Legion team, on which Randy played, advanced as far as the Louisiana State Championship Finals where they were defeated by the host Lake Charles, Louisiana team. Phil arranged his vacation so he and his family could accompany Randy to Lake Charles for the State Tournament, expecting to be gone only for the week-end. Since Randy's team advanced to the finals they spent practically the entire week in Lake Charles watching the tournament.

One of the highlights was a semi-final game which was won in the 11th inning by a score of 2-1 when Randy hit a home run in the last half of the 11th. You can imagine Mom and Dad's pride when he struck that mighty blow!

The D. L. Oliver Family entertained with an open house recently when their son, Lt. D. L. Oliver, III, of the U. S. Air Force was home on leave. Lt. jg Janet Moores of Tuscon, Arizona, flew in for a visit to meet the friends and family, since she and Lt. Oliver have announced their wedding plans for November 17.

Mabel M. Cohn and her sister, Dorothy Moberly of Independence, Missouri, joined with 18 other members of the World Berry Headliner California Tour, with stops at Grand Canyon, Yosemite National Park, where the beautiful huge redwood trees are

found. From there on to San Francisco, and all the very interesting and fascinating sights in that vicinity. The next stop was Los Angeles (in spite of the rail strike). They enjoyed marvelous tours to Disneyland, where the picture was made with the cute tour guide who made their visit there so enjoyable. They also had interesting stops at Knotts Berry Farm, Hollywood, Beverly Hills and fabulous Las Vegas and the Hoover Dam.



MABEL COHN of the Shreveport Office, and guide, at California's famous Disneyland, which Mabel enjoyed very much. (See Shreveport news).

CHICAGO ROOFING PLANT

We heard from Rose Fox (retired) that she and her grandson took in Expo '67 and other points of interest and had a wonderful time.

Marie Case and her husband drove to Emily, Minn. and enjoyed the trip through the "Land Of Lakes country." They did some fishing, Marie's first attempt at this sport. She's proud. Says she, "I even caught a few!" They came back to Chicago for a few days rounding out their vacation by a short trip to Sisters Lake, Michigan.

Dolores Booth (Billing Dept.) and her husband and son and daughter drove to Montreal and Expo '67, which they enjoyed, also Quebec. Then they took the Eastern Seaboard route, stopping at Boston, Cape Cod, and on to Washington, D.C. where they visited all the points of interest including Mt. Vernon. They also visited the battlefields of Gettysburg. Dolores reports it was a grand trip.

CHARLESTON PLANT

During a recent Dixie Youth Tour ment, Chuck Zobel, son of Robert Zobel, office manager, pitched a no hitter game against Charleston Air Force Base. Chuck walked one batter he faced, no other runs on base and the game was won with a score of 2-0. Chuck is the star pitcher for the Andrews playground, west of The Ashley.

James D. Brown and family recently enjoyed a camping vacation which included The Great Smoky Mountains, Bowling Green, Ky. and Fort Mountain State Park, Georgia. Their trip also included a visit with his parents in Southern Illinois. James is an amateur photographer and he turned with some very interesting pictures.

Fran Cleveland and her family enjoy two weeks in Oklahoma visiting her parents.

Our deepest regrets are expressed to Joe Damon and her family on the recent death of her mother.

Since the lot and trailer were flooded Arline Wilkes and family didn't get to stay at the lake so they settled for deep sea fishing and getting a good tan.

We are sorry to report that Kysar Hudson is in the hospital with a broken hip. We hope he makes a speedy recovery.

Even though it rained every day, Joe Damon and her husband enjoyed their trip to Daytona and Miami, Florida.

Surfing can be fun, so we're told by David Sullivan, messenger. He must really enjoy the sport because he's on the beach six o'clock every Saturday morning.

Ernie Zinkowski visited his home in Massachusetts for a week.

Wally Mullins returned from six month active duty.



BEST WISHES. Manager T. E. Downey of Perth Amboy presented Mrs. Jean Catlett with a card and gift from all her fellow workers as she left to move to Ashland, Kentucky with her family. Her husband has been transferred there by his company.



WHEN JEAN LEFT these girls at Perth Amboy gathered to wish her well and record the occasion with a picture. Left to right: Fern Gordon, Marilyn Benedict, Catherine Tice, Theresa Schurke, Jean Catlett, Alexandra Bowden, Linda Wardman, Rita Fedor, Helen Lentvorsky, Roberta Stevenson, Karen Ross, Beatrice Colacci, Martha Zuppo, Virginia Tirpak, Edna Giordan, Betty Ann Matusow and Jennie DeNittis.

Successful Conference Series Held at Shreveport



EARLY MORNING GROUP: C. F. Chandler, Earl Johnson, Frank Markham, C. L. Apple, Elton Amburg, A. C. Sheppard, Ray Telschow and Employers Mutuals representative and instructor Orville J. Miller.



AFTERNOON GROUP: Cephas Myers, J. D. Teutsch, G. D. Davidson, George Walker, Jimmie Brown, Philip Leon, J. D. Feazel, Jackie Tipton, Willie Smith, Instructor Orville Miller, Philip Johnson and Huey Humphrey.

"We know these things to be true; all that remains is to apply what we have learned." This statement, by one of the "students" summarizes the effective eight-week series of conferences held for foremen at Shreveport on the general subject, "Strengthening Supervisory Skills."

One group met early in the morning, from 7:30 to 8:30; the other from 3:30 to 4:30 in the afternoon. Orville J. Miller of Employers Mutuals Insurance Company served as instructor.

There were interesting demonstrations teaching good communications and using group members. These were helpful and at times humorous. The discussions included such subjects as accident prevention, labor turnover, Workmen's Compensation law in Louisiana, buck passing, by-passing, tact, accountability to the boss, initiative, and share your mission. Nineteen supervisors in the Shreveport roofing and felt mills attended.

are cordially welcome again this year and Chairman Knaus hopes more of them will attend.

As usual there will be door prizes and prizes for the winners.

Contributors

Reporters contributing to this issue include: Sandra Pitas, Richard Rushton, Louisa Graham, Doris Reardon, Arthur Chamberlain, Milton Gardner, Alfred Breen, Catherine Brady, William Ford, William Grinavie, Leonard Weaver, Edmund Cormier, Mary Driscoll, Helen Lane, Beatrice Tyrell, Robert Waters, Robert Pearson, Virginia O'Brien, Lucille Sullins, John Evans, Robert Zobel, Rita Fedor, Anne Campbell, Raymond Bearce, Edward Knaus, Thomas Reynolds, Joseph Geehan, William Grazado, Kenneth Virtue.

Recent Deaths

Salvatore Purpura

Salvatore Purpura, 84, of 102 Dean Street, Norwood, died on August 11, 1967, at the Norwood Hospital.

He had been a resident of Norwood for 50 years and an active employee of Bird & Son from September, 1924 to his retirement in December, 1949. He worked many years at the Roofing Plant and from May, 1940 at the Undercoating Department of the Floor Covering Plant.

A requiem Mass was celebrated at St. Catherine's Church in Norwood on August 14, 1967. Surviving him are four daughters and two sons: Mrs. Mary Bubliss, Miss Ann Purpura, and Mrs. Grace Catholdi, all of Norwood, Mrs. Lee Lipcomb and Samuel Purpura of California, and Joseph Purpura of Norwood.

P. Antonio Cregnalo

P. ANTONIO CREGNALO, 75, died on August 16 in Tampa, Florida, where he had been living in retirement the past few years.

Until his retirement from Bird & Son in December 1957, he had worked from 1926 at the Undercoat Department of the Floor Covering Plant, and before that had been several years at the Norwood Roofing Plant. The Cregnalo family lived for many years in Walpole.

Funeral services were held August 23 with a high mass of requiem at the Blessed Sacrament Church. Surviving him are his wife, Marie, and four sons and daughters: Ernest of Walpole, Eugene of Maine, Mrs. Lena MacPherson of Franklin and Mrs. Celia Colicchio of Foxboro.

Milton Vose

MILTON L. VOSE, Building Materials salesman in the state of Maine, died suddenly on August 18 in Bangor. He had celebrated his 25th anniversary with the company last March.

His entire service was on the Maine territory. Prior to joining Bird & Son on March 16, 1942, he had been a salesman for Landers, Frary & Clark in Connecticut and earlier for Northwestern Consolidated Milling Company in Boston.

Surviving him are his wife, Helen, a son, Milton, Jr. of Glens Falls, New York, and two daughters, Mrs. Jean Sharpe of Bangor and Jane, of Lynn, Mass. Funeral services were held on August 21 in Bangor.

Francis J. Howe

FRANCIS J. HOWE, truck driver for many years at the East Walpole Maintenance Department, died on August 19, 1967 after a long illness. A resident of 46 Mylod Street, Norwood, he was 64 years old at the time of his death.

His Bird & Son employment began in October 1926 as a helper in the East Walpole Plant. For some years he operated a slitter at the Finishing Mill, and from 1943 he was a truck driver.

Funeral services were held on August 24 with a solemn high mass of requiem

at St. Mary's Church, East Walpole. He is survived by a son, Francis, Jr. of Walpole, a daughter, Eleanor of Norwood and two sisters.

Thomas J. Finn

THOMAS J. FINN, 82, died at the Norwood Hospital on August 19 after a long illness. He resided at 454 Nahatan Street, Norwood.

From August 1928 to his retirement on December 31, 1952, he worked at the Shoe Carton Plant in East Walpole, for most of this period as a Miehle Cutter and Greaser operator.

Funeral services were held on August 22 with a solemn high mass of requiem at St. Catherine's Church, Norwood. He is survived by his wife, Helen, a son, Paul J. of Norwood and a daughter, Mrs. Ruth Conroy of West Roxbury.

Frank Sutherland

FRANK SUTHERLAND, former assistant superintendent at the Norwood Floor Covering Plant, died in Largo, Florida on August 23, 1967. He would have been 78 years old this month.

Since retiring from Bird & Son in 1954, Frank and Blanche Sutherland have made their home in Florida. He enjoyed reasonably good health until stricken with a shock a few days before his death. The Sutherlands were, in fact, planning a trip north to visit friends and relatives when he was stricken.

Joining Bird & Son in 1912 as a member of the repair crew at East Walpole, he worked for the company until 1918. He then returned for continuous employment in February 1920. For many years he was the master mechanic at the plant, later becoming general foreman, then process engineer for ten years, then assistant superintendent in 1953. During World War II he did an outstanding job in directing the production of 40 mm. shells for the U.S. Army—a project taken on at the Floor Covering Plant when regular production was severely cut by raw material shortages. He retired in December 1954.

Funeral services were held in Florida on August 25. He is survived by his wife, Blanche, a son, Robert, of Pittsburgh, Pa., and two daughters, Mrs. Nancy O'Leary of Walpole and Mrs. Marjorie Crowder of Oakland, California and several grandchildren.

James E. Belcher

JAMES E. BELCHER, retired Norwood Roofing Plant worker, died on August 29 in Foxboro at the age of 75.

Continuously employed at the Norwood Roofing Plant from 1925 to his retirement in December 1956, he worked first on No. 1 Shingle Machine and then for many years on the Insulated Siding Machine. He has continued to live in Foxboro since his retirement.

Funeral services were held on September 1 with a high mass of requiem at St. Mary's Church, Foxboro. He is survived by two brothers: George of Somerset and Dennis of Mansfield.

Cribbage Dates Set; First Party October 3

It's Cribbage time again, according to Chairman Edward Knaus. He announces the start of the 1967-1968 season on Tuesday, October 3, 1967.

Parties will be held at the East Walpole Brigade Room on the first Tuesday of each month throughout the winter as follows:

October 3, November 7, December 5, January 2, 1968, February 6, and March 5. Starting time, 7 P.M.

Last season several ladies found out what a good game Cribbage can be and turned up regularly for the parties. They

Vertical Vinyl Siding Now on the Market

Bird Solid Vinyl Siding is now offered in a Vertical style, as well as the customary horizontal. It has all the same advantages that Bird Solid Vinyl Siding has demonstrated: never needs painting, washes down with a hose, or a rain shower, can't peel, blister, warp or rot; or rust, corrode, or dent. The color goes all the way through for long-lasting, no-maintenance beauty. It is available in a double 5" vertical clap-board exposure.

Used alone for a different side wall effect, or in combination with horizontal Bird Vinyl Siding for dramatic contrast, the new vertical siding is sure to please.

Commenting on the product, Vice President Philip C. Johnson said: "Vertical Solid Vinyl Siding is a very important addition to our line of solid vinyl building products. It provides imaginative and complimentary design to BIRD Solid Vinyl horizontal siding. It broadens our line of solid vinyl sidings by giving home-owners a variety of choices in style as well as color."

"This product, in company with our solid vinyl gutter system, shutters and roof edgings, confirms our belief that the use of vinyls in the manufacture of building materials is a very positive trend. The low maintenance feature of all these products is a major benefit and the incredibly tough nature of materials made of vinyl gives them an indefinite lasting quality."

Donald R. Clay Appointed Vinyl Products Sales Manager, Northeastern Div.

Last month Donald R. Clay was appointed Vinyl Products sales manager for the Northeastern Division of the Building Products Group.



This completes the appointments of special sales managers for Vinyl Products in each of the major Building Materials Divisions. When volume in Vinyl Products first began to grow in January 1966, Donald Clay was brought to East Walpole to help develop the market for the new products. As business continued to expand, sales managers were named for each of the several divisions, and with this final move, Mr. Clay now takes the responsibility for all marketing and sales efforts on Vinyl Products in the Northeastern Division, reporting to J. D. Johnston, general manager.

Mr. Clay joined Bird & Son in 1962 as a sales trainee at East Walpole. Later, he became a territory salesman, first in Central New York and later on Cape Cod. His move to East Walpole was made in January 1966.

He is a graduate of Cornell University, Class of 1946 and in World War II served as a First Lieutenant in the United States Marine Corps Reserve. Don and his wife, Avis, live in Middleboro, Massachusetts. Their son, Peter, is a senior at Lawrence Academy, Groton, their daughter, Joan, is in high school, and the youngest daughter, Amy, is entering 6th grade.

C. N. Campbell, Jr. Named Assistant Credit Manager

Charles N. Campbell, Jr. was appointed Assistant Credit Manager on September 1, 1967, following the retirement of Herbert A. Schaier.

Mr. Campbell is a graduate of Boston University, class of 1957, with a degree in Business Administration. He was employed briefly in the Savings Bank Life Insurance field before serving two years in the U. S. Army from 1958 to 1960 as a personnel specialist. For three years before joining Bird & Son he was credit and collection manager for General Electric Credit Corporation in their Braintree branch office.

He became a member of the Credit Department of Bird & Son, Inc. on February 10, 1964, serving as credit correspondent until his promotion.

Charles and Jodie Campbell live on Spring Street, Norfolk. They have a two-year old daughter, Laura.

Mr. Campbell served for two years as a Junior Achievement adviser in the Walpole program. He is currently enrolled in the three-year course in Credit Management sponsored by the National Association of Credit Management, which includes each summer a two-week period of intensive study at the Graduate School of Credit and Financial Management at Dartmouth College. This is the outstanding credit course offered in the United States. On the east coast it is given only at Dartmouth and Harvard, and on the west coast, at Stanford.

Herbert A. Schaier Retires After 45 Years of Service

Completing a life-time of service in the company, Herbert A. Schaier retired from Bird & Son at the end of August.



On July 5 he had rounded out 45 years of continuous employment, for which he was warmly saluted at a big party late in June attended by over one hundred of his Bird & Son friends and associates.

Herb actually has more than 45 years of service, since he worked here in the plant and the office for two summer seasons before joining the company permanently on July 5, 1922 upon graduation from Bentley College.

First employed in the Cost Accounting Department, and later as a store-

keeper, he became a credit correspondent in January 1929 and was promoted to assistant credit manager in April 1946. Educated in the local schools, he has always made his home in Norwood.

In 1928 he graduated from Northeastern University, evening division, with a bachelor's degree in Commercial Science. Recently Bentley College, which originally in 1922 issued only a diploma, granted him a full degree. Herbert Schaier is a member of the New England Association of Credit Executives, the National Association of Credit Management, and the National Building Materials Manufacturers Credit Group. Locally he has been a member of the Norwood Chamber of Commerce for many years, he has served on several town committees and he is a trustee and deacon at the First Congregational Church, Norwood, where he was treasurer for 14 years.

His father, Carl Schaier, was a skilled paper maker and assistant superintendent at the East Walpole mill for many years until his retirement in 1930.

Herb and his wife, Edna, live at 45 Berwick Place, Norwood. They have two daughters, Mrs. Peter Gibbs of Wellesley and Mrs. J. Taylor Thorington of Birmingham, Alabama. There are three grandchildren: Laura, 6, and John, 9, in Alabama, and Susan, 6, in Wellesley.

Herb's immediate plans are for a month's vacation on Cape Cod and in New Hampshire. Upon returning home, he plans to tackle the many little jobs around the house that have been neglected because of no time to do them.

"MESSIAH" in Rehearsal; Chorus Membership Closes September 25

Director Leonard Weaver has issued the last call for chorus singers in this Fall's "The Messiah" now being rehearsed at Bird Hall on Monday nights at 8 P.M. New admissions to the Neponset Choral Society chorus are closed after September 25, except by special arrangement with the director.

Soloists for the work have been announced as follows:

Norma Giusti, soprano; Iris Jacobs, contralto; Karl Dan Sorenson, tenor; and Stephen Dimmock, bass.



AMONG THOSE who enjoyed both golf and clams the day of the big Clam Bake were Edward Fitzpatrick, Henry Mattson, Romeo Valerio and Percy Spiers.

Time Now to Sign Up For the Hospital Shows

Chairman Bill Grazado announces that soon the Bird Club will begin presenting entertainment to patients the veterans and state hospitals in the area. Last year an enthusiastic group presented seven highly successful evenings of entertainment, a record which Bill hopes can be duplicated this year.

Many of the old troopers will be back and notices are out requesting newcomers to sign up right away. In a notice Bill says, "I would like to emphasize the fact that you don't have to be professional to join this group. If you sing, dance or can entertain in any way, we would like very much to have you with us. We welcome members - your family, friends and neighbors. This is a worthwhile cause; and by giving a little of your time you will be helping yourself as well as others."

The procedure is simple. Simply send your name, home address, telephone number and the type of entertainment you want to participate in to Julia A. Lewis, Department BPG. You will never regret working for this fine cause!

Kenneth Alley Appointed Production Control Mgr.

On September first Vice President H. R. Bonnyman announced the appointment of A. Kenneth Alley to the position of production control manager for the Fibre Box Division.

Mr. Alley will have complete charge of production control and planning coordinating sales and manufacturing routines so that our many customer may be served with the greatest possible efficiency. He reports to Superintendent Chester H. Porter. "In today's market," states Vice President Bonnyman, "service is of paramount importance. Nothing is more important to our success than pleasing the customer so that he chooses Bird again and again as his supplier of containers for his goods."

Educated at Lynn Classical High School and The University of Maine, Mr. Alley has had eleven years' experience in production planning and inventory control, first at Raytheon Company in Lowell and more recently at Macalaster Scientific Corporation in Nashua, N.H. He joined the Production Planning Department at the Fibre Box Plant on June 1, 1967.

Mr. Alley and his wife, Betty, live on Eisenhower Drive, Norton, Mass. They have six children: Earl, married and living in Georgetown, Mass.; Carlton, married, living in Hartford, Conn.; Kenneth, Jr. of Wilmington, Mass., married; Robert, married, and in the U.S. Navy at San Diego, California; Richard, a junior and Dan a freshman, both at San Jose State College, California.

Ken Alley was formerly active in Cub Scout and Boy Scout work and when living in Wilmington, Mass. was for a time on the Town Planning Board. He is an avid golfer.

The BIRD REVIEW

Volume 55 No. 10

Published for Bird & Son, inc. employees and their families

October 1967

Bird & Son Adding Equipment to Clean River Water

Recent new Federal legislation for the control of water pollution now requires all industries discharging water into rivers and streams within Massachusetts, to improve their treatment of their effluent.

To this end, Bird & Son management has approved a program for treating the water which it discharges into the Neponset. When completed, at a cost of over \$300,000, the system will make it possible to eliminate the discharge of contaminated water into the Neponset River.

Bird & Son has had a system of waste water treatment for more than half a century, and has made many improvements over the years. The new stricter controls, however, make it necessary to install additional improvements.

Recent information from the Massachusetts Water Pollution Abatement Commission indicates that the Federal authorities expect the programs of all industries to be completed within a six-year period. If Bird & Son is successful in maintaining its proposed schedule, the program will be completed considerably in advance of the six-year period.

New Bird Club Project — Soap for Viet Children

Hundreds of Vietnamese children, some not old enough to understand who their benefactors are, will soon be helped to better health through a Bird Club Project. Joining a great many Norwood citizens, Bird Club members are donating gifts of toilet soap to be sent to children in Vietnam.

Strangely, soap is an item that is very hard to come by. As a result, many many children are the victims of infections and diseases of the skin, caused wholly or in part by lack of cleanliness.

Soap placed in boxes at the local cafeterias in East Walpole and Norwood, and at the Credit Union and Bird Machine Company, will be shipped direct to Vietnam and distributed at a U. S. Army Medical Civic Action Program Center. There, to stretch its usefulness, each cake will be cut into two or three pieces before distribution.

The project started in Norwood



FEATURING BIRD PRODUCTS, this home near Brussels, Belgium, attracts many visitors who come to see Bird Vinyl Products and Bird Firescreen Shingles on side walls and roof.



BIRD VINYL SIDING and also Bird Gutters and Downspouts show clearly in this close up of the dormer section of the LeFebvre home in Belgium. The hip roof at the left and the A roof at right are protected with Bird Firescreen Shingles.

with the Knights of Columbus organization, spread to a town-wide project, and then to the Bird Club which is organized for work of this sort through its annual Christmas gifts to hospitals program. The community learned of the need through letters from Captain Robert Murphy, now in Vietnam with the United States Army, serving as a civilian affairs officer with the 9th Infantry Division.

"This is not a temporary shortage," he writes, "It has been and no doubt, will continue to be an item that we

can get only from contributions at home." Captain Murphy whose father is John J. Murphy, director of Personnel and Industrial Relations, wrote: "On the average we treat about 100,000 people a month, mostly children. Kids are the ones who get most of the soap." The soap will be used not only to show the poor children of Vietnam the way to better health, but wrapped in propaganda leaflets, it is helping the Americans explain just what the U.S. government is trying to do for the people.

(continued on page 2)

Brussels Home is Show Place for Bird Vinyl Products

Mr. Pierre LeFebvre, Bird & Son representative in Europe's Common Market, is an enthusiastic booster of Bird products. He has personally been responsible for a large volume of sales throughout Europe of Bird Insulated Sidings and Bird Shingles which he first introduced in 1960.

Now he is showing the Continent the advantages of Bird Solid Vinyl products. At his home in Overysel, Belgium, ten miles from his headquarters in Brussels, he has added a large wing. Like most European homes, the original house was brick. The accompanying pictures show how he has made use of Bird Solid Vinyl Siding on the side-walls of the wing and upper portions of the main house.

Bird Firescreen Shingles have been used on the roof. One section of the roof has the conventional A-type roof line. The other is a hip roof to show how effectively Bird Shingles may be applied in this kind of construction. Bird Solid Vinyl Gutters and Downspouts are used, too.

Vinyl is completely new in Brussels. Mr. LeFebvre's beautiful home has become a showplace for the whole area. He is sure that he will find a ready market for all Bird Vinyl products once Europeans learn of their exceptional qualities.

\$250 to Sam H. Hicks For Shreveport Suggestion

For the second month in succession, the Suggestion Plan has paid a substantial sum as a special award to a suggester. Last month, at special ceremonies at Shreveport, Sam H. Hicks received a check for \$250.00 for his suggestion titled "Shingle Slitter."

Sam Hicks had noticed for some time that slitters were being discarded at the Shreveport Felt Mill after they were down to a certain size. Realizing that similar slitters were used in a different size on the shingle machines, he devised an idea for adapting the shingle holders at the shingle machine to receive the discarded Felt Mill slitters. Not only did his suggestion save in the cost of new slitters but the felt slitters are lasting longer and appear to do a better job.

The check for \$250.00 was presented (continued on page 2)



The BIRD REVIEW

Vol. 55 No. 10

October 1967



Published for the employees of Bird & Son, inc., and their families.
Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of
Industrial Editors, Inc.

ENGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

PROMOTED



PROMOTIONS WERE ANNOUNCED last month for these three men: Charles N. Campbell Jr., assistant credit manager; A. Kenneth Alley, production control manager, Fibre Box Division; Edward J. Carr, department manager, Shoe Carton Shipping.

Too Much Thinking?

"I didn't think." This is what many people blurt when they get themselves injured. But most of them probably were thinking — too widely, too freely, too far afield from their activity at the moment of injury.

If we could only lock our minds onto our work, we would consistently turn out the very best we are capable of doing. Our performance would be injury-free, damage-free, defect-free. But the trouble is, our mental doors tend to swing ajar as we work along, or drive along. First thing we know, our thoughts have led us back to last night's split at the bowling alley, or ahead to next weekend's joyful jaunt, or to a frustrated fretting about that problem teen-ager of ours. That's when we think too much, and are dangerous!

We can't shut off our minds any more than we can shut off the inhale-exhale process, but most of us can concentrate on our activity with reasonable consistency, if we try hard enough. It takes high-octane will power, but we can avoid that dangerous drift into day-dreams.

A smooth cruise in a modern car invites us to stray mentally far away from speedometer and warning signs and rear-view mirror. It's easy — too easy — for the mind to swish on down the highway

to arrive at our destination hours before our gas-pedaling gets us there. This is when another car can sneak, unseen, into our path from a side road, or when we can unknowingly bury our front bumper in the differential of the car ahead.

It takes honest sweat to concentrate steadily on what we are doing . . . but we can. We MUST! Because if we think too much about too-distant things, we might think ourselves into no thought . . . no action . . . no anything!

Quarter Century Dates Observed in September

In mid-September, 25 years ago LOUISE T. CONTI began her employment with Bird & Son — September 23, to be exact.

Starting as a stapler operator at the Fibre Box Plant, she remained on this work for seven years and then was transferred to clerical and utility duties. This is the position she still holds.

Louise lives at her family home on 60 Winslow Avenue, Norwood. She has been a Bird Club member for many years, attending many of the social and sports functions — especially bowling which she likes very much. She usually was among the top bowlers in the Bird Club League. She also is active in the Catholic Women's Club of Norwood.

From sample maker to foreman in 25 years, is the capsule history of CLENDON A. CHANDLER at Shreveport. Along



the way he has done numerous jobs and seen a great many plant changes, since there was only one building at Shreveport when he started on September 14, 1942.

After a time as sample maker, he transferred to store-room clerk, and then began to perform many jobs along the machine, working at various times for foremen Jake Brown, William Winkler, and Phil Johnson.

During the War, Chandler spent two years in the Navy, returning early in

1946. When the second shift was started he operated the winder. He was made supervisor of the newly-formed third shift in 1950, promoted to the second shift in 1954 and in 1963 was made foreman of the new No. 3 Machine.

He recalls vividly his days as a winder operator back in 1947, when, under Phil Johnson as foreman, they ran a new record almost daily. It became as exciting as a sports event to see how the production record had climbed each day.

Chandler resides in Bossier City with his wife, Angie, and son, Wade. An older son, Dale, is married and the father of little Eric, who, of course, is the ONLY grandson, in grandpa's eyes. Both sons are employed at the Illinois Central Railway.

Off-the-job hobbies for Chandler are fishing, gardening and hunting. Baseball and football are his favorite sports.

Another Perth Amboy man has reached his 25th anniversary with the company. LOUIS HARY became a quarter-century employee on August 31st. He is a mechanic at the New Jersey Roofing Plant. Louis and his wife, Margaret, reside at 346 Leon Avenue in Perth Amboy with their two sons, Richard and Thomas. Louis spends his days off hunting and fishing.

ANDREW JACOBSON, who celebrated his 25th anniversary with the company on September 24, can recall many major product introductions during the time he has



worked in the Bird & Son laboratories. Bird Masterbilt Weather-Tex Shingles led the roofing line at that time, along with a big volume in Insulated Sidings. He has seen these products supplanted by Bird Wind Seals and the whole new line of Bird Vinyl Sidings and other vinyl products.

Starting as a helper in the Floor Covering Plant, he transferred in March of 1945 to the Floor Covering Plant laboratory. Here he worked under Frank Reynolds (who later became director of research), Bernard Bailey and Everett Fuller. He recalls the development of many new products in those years including linoleum and the new vinyl floor coverings.

Prior to the sale of the Floor Cover Division to New London Mills, he transferred to the East Walpole laboratory about a year, and then joined the Product Development Laboratory at Norwood Roofing in 1962, where he is now senior technician. He is a graduate of the Saunders Electronic School, Boston.

Andy has lived for many years in Plympton, Mass., where his present hobbies are landscaping and installing a hot top driveway at his home. A widower, married the former Enis Almeida June 2, 1967. He was chairman of the Board of Health of Plympton for three years and a trustee of the Library for years.

Soap for Children

(Continued from page 1)

Captain Murphy's letter continued: "Just the other day, we put up swine and gave cold drinks to 1500 kids in one village. The school in the village has 11 classrooms, and 1,000 students in the morning and 1,000 in the afternoon. We take what we can get, even used soap. We cut it into two or three pieces so it will be used and not so by the people to each other. Since good deal of the time soap is a ration item, money wouldn't help much over here . . . Any kind of toilet soap welcome."

Alec MacIntyre, who has run the Christmas Gifts program for several years, is chairman of this newest Bird Club charity — Soap for needy youngsters in far off Vietnam.

Suggestions

(Continued from page 1)

sented to Mr. Hicks by General Manager Fred H. May last month at Shreveport. Mr. Hicks received a check for \$25.00 for his initial award and also another \$25.00 check, since this suggestion also represented the third money saving suggestion of his to be accepted.

Another \$25.00 check for three money-saving suggestions was awarded last month to Alessandro Savi of the Norwood Roofing Plant.

Regular awards in September were paid as follows:

Sam H. Hicks, FSM	\$25
Arthur G. Marsh, Jr., CED	25
Alessandro Savi, FBPMI	25
William Stewart, FBPMI	25



OP OF THE NEWS

AIN OFFICE

At the New Hampshire Retail Lumbermen's Association Convention, held September 16-17 at the Bald Peak Colony Club, Melvin Village, Robert Beattie, New England District Manager Building Materials Division, was among the prize winners in the men's golfing tournament. He received a gift of golf balls.

Thomas G. Sullivan, Jr. joined Bird & Son, Inc. in the Shoe Carton Sales Division August 1. He received his B.B.A. from Nichols College of Business Administration, Dudley, Massachusetts, in 1965, majoring in marketing. Prior to joining Bird & Son, he was with Sullivan Associates in New Haven, Connecticut, 258 Rock Terrace, Norwood, Massachusetts.

Mr. and Mrs. Robert A. Moore of York, Pennsylvania, flew to Honolulu for the premier wedding of their daughter Marilyn to Carlos Medrano of Blue Island, Hawaii. Bob is Bird sales representative for the Shoe Carton Division in the Pennsylvania area. In making this happy trip, he did his wife not only had a fine holiday trip to our Island State, but established a new kind of record for travel to a wedding ceremony.

Mr. and Mrs. Albert Solbo, Jr. of 131 West Street, Walpole, announce the arrival of a son, Albert Solbo, III on August 4. Dorothy, the mother, worked in the Shoe Carton Sales Division until she left to wait the arrival of her son. The Solbos also have a daughter, Lisa, age seven.

PAPER MILL



ENGAGED. Cheryl Ann Fortier, daughter of Leslie Fortier of No. 3 Paper Machine, has recently become engaged. See Paper Mill news.

Cheryl Ann Fortier, whose picture appears in this issue, and whose engagement has recently been announced, is the daughter of Mr. and Mrs. Leslie S. Fortier. Les works on No. 3 Paper Machine. Cheryl is engaged to Thomas J. Carbone, Jr. of Brockton. Miss Fortier is a 1966 graduate of Brockton High School and also a graduate of Brockton Academy of Beauty Culture. He is presently employed at Jinny's Beauty salon on Main Street in Brockton. Mr. Carbone is a 1965 graduate of Brockton High School and works at Barnett Brothers, West Roxbury. A wedding in the fall of 1968 is planned.

E. WALPOLE FIBRE BOX PLANT

Andrew Wall and Ray Morisseau have returned to work after being sick for a time.

Charles White recently spent two weeks visiting relatives and friends in Pennsylvania.

Eddie Fied has left us to join the Marines. Eddie has been an operator on FX-AM19 for the past ten months.

On her 25th anniversary, Louise Conti was taken to lunch at Holiday Haven. Thirty-two friends gathered to honor her. Tom Reynolds acting as an informal master of ceremonies presented her with a pendant watch and a money gift from her friends. Louise was obviously very much pleased.

We are glad to report that Betty Fraser is at home convalescing and feeling much better.

We welcome Lee Thayer to the Maintenance Department of the Fibre Box Plant.

Best wishes to John Locke on his retirement, from all Box Shop employees. John is remembered and well liked by about four decades of Box Shop workers.

Recent Deaths

Angelo Melino

ANGELO MELINO, retired from the Norwood Roofing Plant since 1964, died suddenly in Calatufima, Italy on August 25, 1967. He was 66 years old.

Born in Italy, he came to this country as a youth and began his Bird & Son employment in June 1922. Almost his entire working career was spent as a checker-driver in the Shipping Department of the Norwood Roofing Plant. When poor health struck him in 1961, he transferred to lighter work, and then retired in February 1964.

He is survived by his wife, Crucifissa, two daughters, Mrs. Josephine McMullin of East Walpole, Mrs. Lucy Hessian of Braintree, a step daughter, Mrs. Phyllis Chiofaro of Norwood, and a son, Angelo, Jr. of Braintree. A funeral service with a solemn high mass at St. Mary's Church, East Walpole was held on September 18, with burial in Knollwood Cemetery, Canton.

Paul Kruchas

PAUL KRUCHAS, 80, died in Norwood on September 6, 1967.

For forty-seven years, to August 1954, he was a Bird & Son employee. His entire period of employment was at the Norwood Roofing Plant in the Finishing Department where he operated the cutter.

Since retiring he had continued to live at the family home, 21 St. George Avenue, Norwood. He is survived by three children, Fred A. and Eleanor of Norwood and Mrs. Ann Sykes of Sharon. Funeral services were held on September 10 at the Paul H. Kraw Funeral Home.

John Dabrowney and his wife spent two wonderful weeks in Mexico in August. John says he took lots of movies and saw all the highlights in and around Mexico City and Acapulco.

Francis "Red" Curran was nominated to Life Membership in the New England Chapter of the Society of Packaging and Handling Engineers at its September meeting. At a previous meeting he had been voted Man of the Year. Congratulations to him for this recognition and honor.

E. WALPOLE SHOE CARTON PLANT

Now that the print shop is no more, we welcome to the Shoe Carton Department Peter Kodis and Richard Etchells. We hope they will enjoy their work with us.

Our best wishes to Frances McDavitt, who has transferred to the Service Department in the Main Office.

Alice Pole of the Shoe Carton Plant Office, spent her vacation taking short trips and enjoying herself at home.

Also enjoying vacations at home were Joseph Smeltor and Anthony Montisano.

Our best wishes to Richard Cann, who has left us to join the Air Force.

NORWOOD ROOFING PLANT

Kathleen Rafuse, who has been filling in at the Office during the summer months, has returned to her studies at State College at Boston.

Forrest Clark III, senior at Holliston High School and a semifinalist in the National Merit Scholarships, has already been accepted for entrance in September, 1968, at the University of Michigan. He is one of a group from Holliston attending classes at Brandeis University this year, and the son of Mr. and Mrs. Forrest Clark, Jr. of

They Bowl Together - And Win Together, Too.



Here's a real bowling family, with the trophies they've won in recent seasons at Lewiston, Maine. Rita and Bob Wright are the parents, Philip, their son.

The Bob Wrights of the Lewiston Plant are a real bowling family. They all participate, even to six-year old Mike, who joins the others for family bowling on Saturdays and Sundays.

Champion league bowler for the family is Mrs. Wright, Rita. She started about 18 years ago on the Bates Mill team where she was then employed. She was back with them bowling again this year; the large trophy shown in the picture was won during the past season where she placed third with an average of 88.34. The next largest trophy was for her prowess on the Merchant Girls League where her team tied for first place. On the six-string roll off they lost by 19 pins, but as Rita said, they had fun anyway.

The small trophy was awarded her by the team of which she was captain — a group organized in the factory — which bowled against a team of men from the factory and some outsiders. The girls lost most of the time, but that didn't spoil their enjoyment — especially the banquet at the end of the season.

Until this year, Rita had not bowled since 1955, but now she's so interested that she is bowling in the summer

league with her older son, Arthur, 15, a student at Sabatrus High School where he is a member of the basketball team. In her earlier bowling with the Bates team she won four other trophies. In those years she also played on the girls' softball team.

Bob Wright is especially proud of his trophies since they were all won this year, the first year he had ever bowled in a league. The two large trophies were won in the Contractors' League; one is a team trophy, the other was awarded him for bowling the full amount of strings. The small trophy he received from the shop team where his average was about 93.

Eight-year old Philip, shown with his parents, won his trophy in his first year of bowling. He was a member of the Mammoth Mart team at Holiday Lanes, bowling ten pins. Philip attends Sabatrus Elementary School and this summer has been trying out for the second base spot on the Junior Little League baseball team.

Summer and winter, week ends, and week days, the Bob Wrights continue their bowling. More than likely, they'll have more trophies to display when another year rolls around.

Holliston. His father is senior chemist at the Norwood Roofing Plant Laboratory.

Dennis Kennedy spent his vacation at Lake George in New York.

SHREVEPORT PLANT

Edwin Sompayrac has been elected chaplain of the Hi-Twelve Club. This club meets every Monday at noon and its members are members of the Masonic lodges here in the city. The philanthropy of this club is to buy shoes for needy school children.

We have had visits from two of our retirees recently; Ellis Taylor and Chester

(continued on page 5)

DISTINGUISHED GUEST, and a beautiful one! Mrs. Joe Scales, Jacksonville, Fla., Miss U.S.A. of 1961-62, was the recent guest of Wylie and Eunice Walden of Shreveport, at their WYEU Lodge on Lake Bistineau. Mrs. Scales is the wife of a movie producer and the mother of two lovely children. Her mother, Mrs. Pauline Brown of Minden, La., has been a close friend of the Waldens for many years.



Retirement Arrives for Five Bird & Son Men

It was 41 years ago this month that JOHN L. LOCKE started as a helper on the Swift Creaser at No. 1 Box Shop —



January 1946.

John was educated at Malden High School and continued with a year and a half at M.I.T. His experience as a time-keeper and junior clerk for Stone and Webster before joining Bird & Son was soon recognized, so that he was put on planning and scheduling work at the Box Shop, and then in May of 1927 was named foreman of the Combiner Room. Ten years later he was transferred to supervise the Solid Fibre Finishing Department, and in 1942 was promoted to general foreman. From January 1946 to his retirement on September 30, 1967 he was assistant superintendent at the plant.

Just relaxing and not following a busy schedule sounds good to John Locke at this point. He and his wife Louise have no immediate plans for a trip. But when they are not at their comfortable apartment at 222 School Street in Walpole, they may be found at their favorite vacation spot, North Rye, N.H., at the edge of Portsmouth Harbor. There will also be visits to a sister in Stratham, N.H. and to another sister in Denver, Colorado. They may also travel later to visit friends scattered over the United States — and in between trips, two grandchildren in Brockton will keep them busy.

The Lockes have a son, John, who is an insurance salesman, married with two children, lives in Brockton. Their daughter, Ann, is assistant librarian at St. Paul's School for Boys at Concord, N.H.

John was a PTA member when his children were of school age, and active in Cub Scouts and Boy Scouts when his son was of scouting age. He has served on the Prudential Committee and as a deacon of the United Church in Walpole and was in civilian defense work when he lived in Norwood a number of years ago. Former community and business activities include: member of the Industrial Engineering Society of Boston, and the Society for the Advancement of Management; member of the Walpole Appropriation Committee.

With his family and his many interests, retirement for John Locke promises to be a happy and active one.

FRANK CLEM, the man who controlled color in Floor Covering production for over 30 years, retired last month. Frank



started as a young man in the Roofing laboratory on June 30, 1920, transferring to the Floor Covering laboratory in the spring of 1921. He began to work with color testing and soon became expert at this. From January 1930 to February 1962 he was in charge of controlling all colors used in production. Since 1962 he has served on the plant guard service, first at Floor Covering and then at East Walpole from July 1963 to his retirement on September 30, 1967.

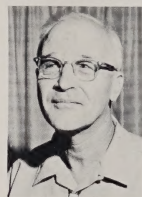
Shortly after high school days, Frank tried playing semipro football for several years. He was one of the first softball enthusiasts in the area and helped organize this sport at Bird & Son more than 30 years ago. He also helped organize table tennis and played for some years in the Greater Boston Class A League.

Taking it easy, in Frank's case, means more time to pursue his favorite sports — tennis in summer and ice skating in winter. In fine health, he takes pleasure in still being nimble enough on his feet so that he and his partner won the doubles championship in tennis in the Town of Norwood this past summer. He is a former Norwood Town champion (2 years) and East Walpole champion (1 year).

Come winter, he'll seek out all the good skating ponds in the area. He likes it best before the snow comes, when the ice is black and you can skate long distances, in and out of coves. But when weather spoils the pond skating, he still likes to exercise at the rinks.

Frank also has in mind completing many of those around-the-house projects that one never catches up on. At home, 17 Andrew St., Norwood, are his wife, Georgianna, and his daughter, Charlotte. A son, Stephen, lives in Dorchester. Both Charlotte and Stephen are technical writers.

At the beginning of September (on the 2nd) KENNETH HOUGHTON celebrated his 25th Bird & Son anniversary.



At the end of the month he retired from his checker's job in the Shipping Department of the Fibre Box Plant.

After operating his own florist's business for seven years, Ken joined the Floor Covering Plant of Bird & Son in September 1942. Three months later he transferred to the Shipping Department at No. 1 Box Shop and there he has continued to retirement.

Raising flowers, and especially breeding new varieties, has been both a vocation and an avocation with Ken for many years. His interests have moved from iris to chrysanthemums, to Shasta daisies (hence his nickname, Shasta) and now to day lilies. Ken also has written many articles for "Horticulture," "Popular Gardening," and "The Flower Grower," and he has lectured before garden clubs. These activities he hopes to continue.

Ken's second hobby is music. For some years he played the organ in the Universalist Church in Brookline and he has also been a soloist in many choirs around Boston, including the Leyden Congregational Church, where, at that time, Al Boonstra of W. J. Hill and his family were members of the congregation. A more recent interest is composing music, for the piano and for voice. He has not published any of his music, but has quite a collection that he plays for family and friends.

Ken and his wife, Florence, live at 38 Beech Street, Dedham. A twin brother, Kermit, resides in Reading. It looks like a busy retirement for Ken; his several interests will keep him occupied no matter what the season.

Taking it easy, or perhaps working at a part time job to keep a little bit busy — this is the retirement schedule for



NEWELL W. TIBBETTS. He retired from his job as assistant storekeeper at the Norwood Roofing Plant on September 30. He has 39 years of active service on the books, having started on July 10, 1928 in the Finishing Department at Norwood Roofing. His first boss was Howard Everett, who will be remembered by many old timers. He later worked in various departments, eventually becoming a cement maker for some years, and then a worker in the Insulated Siding Department. Since December 1952 he has served as assistant storekeeper.

Newell belongs to the Masonic Orient Lodge in Norwood and is a member of the Baptist Church in that town. Mr. and Mrs. Tibbetts live at 21 Linden Street, Norwood. Their son, Robert, is married and also lives in Norwood.



It has been No. 1 Roofing Machine for HAROLD JOHNS, from start to finish. He began there on May 21, 1946, a he retired from there on September 30 this year.

Starting as a take off man under for man Stanley Phillips, he worked many different assignments on the No. 1 Machine. There were brief periods work on No. 9, and No. 5, but soon returned to his original department. Recently he has been a cutter operator.

Harold makes his home at 581 Pleasant Street, Stoughton. One married son, Wilfred R. lives nearby in Dorchester. Harold, Jr. lives in New York, and Bernard C. is serving with the armed forces in Vietnam.

In retirement, he plans to travel around a bit and visit with old friends.

LONG SERVICE LIST

NOVEMBER

Name	Year	Dept.	Years
Edmund J. Wenstrom	11-17-27	Roofing Plant	4
Charles J. Makarevich	11-21-32	Office	2
John A. Bandonis	11-25-32	E. W. Maint.	3
Delia Costello	11-24-42	Fibre Box Plant	2
Joseph A. Cornelia	11-19-42	Fibre Box Plant	2
John W. Hovlin	11-3-47	Roofing Plant	2
Preston C. Bethel	11-10-47	E. W. Maint.	2
Cedric S. Johnson	11-13-57	Paper Mill	1
Robenia A. Alexander	11-25-57	Office	1
Thomas E. Reynolds	11-5-62	Industrial Eng.	1

PHILLIPSDALE

John R. Arruda	11-1-57		14
Alfred T. Labossiere	11-4-57		10

CHICAGO

John H. Pride	11-24-42		25
---------------	----------	--	----

SHREVEPORT

John K. Colvia	11-15-52	Vinyl Products Sales Mgr.	15
Annona S. Cox	11-11-57	Office	10

CHARLESTON

David P. McGriff, Jr.	11-1-57	Salesman	10
Jack M. Lee	11-15-57	Office	10
Tommie S. Epting	11-18-57		10

PERTH AMBOY

Augusto Areis	11-5-42		25
Frank Panca, Jr.	11-19-47		20
Roy V. Brackett	11-4-57	Salesman	10
Leroy Mackason	11-15-62		5

Contributors

Reporters contributing to this issue include: Alex MacIntyre, Barbara Sansone, Ruth Makarian, Anne Walukevich, Ruth Phelan, Michael Meomartino, James Barnes, Rocco Phillips, Ted Pierce, Sandra Pitras, Joanna Smith, Arthur Chamberlain, Robert Nordblom, Alfred Breen, Catherine Brady, William Ford, William Gernier, Mary Driscoll, Beatrice Tyrell, Kevin Connor, Sharon Powers, Robert Pearson, Virginia O'Brien, Lucille Sullins, Philip Johnson, Leon Taylor, R. D. Adams, Kenneth Biehl.

Want to make a big hit?

(don't fasten your seat belt)

OP OF THE NEWS

(continued from page 3)

awson. Chester had just received an injury to his hand when a car jack slipped and the fell on it.

Some people get all the lucky breaks. With hunting season just around the corner and a strike on at Ford Motor Company, you should see the beautiful 1968 Ford Ford John Evans got to haul his dogs in. Now all he needs is for someone to point in toward the game.

We extend our sincere sympathy to Henry Miles of Glenwood whose wife was killed in a recent automobile accident.

Hurricane Beulah has come and gone, leaving in her wake wide devastation and a death toll. M. O. Madden, heading for Corpus Christi with a load of roofing, drove many miles through flood waters before a adblock stopped him at Edna. He returned to Wharton, spent the night, and riding the roads even worse next day, left his trailer and returned to Shreveport. Money he took another load down detouring through San Marcus and San Antonio, and, after delivering both loads, hauled his trailer back. M. O. declares that Shreveport is just as close to the Coast as he wants to ride and playing tag with a hurricane, the raindrops and rains that follow, just isn't his idea of having fun.

CHICAGO ROOFING PLANT

Our summer replacements have returned school, Mary McMahon to St. Xavier's College and Tony Dote to St. Joseph College. Both are entering their second year.

We also had quite a few college students the plant this summer. Good luck to all of them.

Mary McWade is on a trip to Ireland and Ireland. We should have more to report in this later.

Harold Altman went on his annual fishing trip to Canada. He reports the fishing and weather were excellent. They caught many big ones and not too many got away. Glad to see Al Cook back to work after his recent illness.

Alfred Baker, president, and George Coleman, treasurer, of Local 7-170 attended the national convention of the Union in New York City recently. Both said they like Chicago better.

Your reporter, Virginia O'Brien, suffered three cracked ribs in a recent fall at home. After a few days of pain and discomfort, she reports she is feeling better, but still sore.

MANCHESTER PLANT

Congratulations on the birth of a son, Mark John, to Mr. and Mrs. Lawrence Shonert on Sept. 7, 1967, at the Notre Dame Hospital. Larry works on the Manchester Mercury. Grandmother is Bea Tyrrell of the Manchester office.

Late vacationers included Roger Bisson and Guy Hoyt.



HAPPY FISHERMAN. E. R. McCann of Shreveport uses this barge which he built himself to carry him to the best fishing grounds. Here, he is just back from a successful fishing trip in Lake Murvel in East Texas. Mac also built a trailer on which he moves the barge from one lake to another, depending on where the fish are biting the best.

FOUR GENERATIONS.

When Leonard and Frances Weaver celebrated their 25th wedding anniversary several months ago, this fine picture of four generations was taken. Leonard is Product Development Manager for the Building Materials Group. His mother is Mrs. Alice Weaver, his daughter is Mrs. Judith Souden of Foxboro and the granddaughter is Stephanie, born April 16.



We wish Mary Rich better luck in the future. While still recovering from the effects of the accident mentioned last month, Mary stopped to purchase some doughnuts at a local shop and when leaving the store, broke her ankle. Get well soon, Mary.

We hope that Terry Williams will have recovered from her fall down a flight of stairs by the time this edition is printed. Watch those stairs Terry; the first one is a lulu.

We understand that Ray Boudreau, Jr., son of Raymond Boudreau Sr. of the Manchester Mercury and Pauline Boudreau, of the Manchester Set-Up Dept., is on his two feet once more and attending nursery school. Ray, Jr. who is only three years old, had a broken hip and was rolling around quite merrily on little cart with wheels during the summer.

The bowling season has started and even though Bird does not have a full team, we have three bowlers in the Ten Pin Leagues here. Guy Hoyt and Raoul Desmarais, (better known as Curley) are on the same team and Ray Boudreau bowls in a Sunday league.

Also avid bowlers are Marion Sparango of the Set-Up Department and her husband, Phil.

Roland Palmer has purchased a home and has moved to the East side of Manchester after spending years on the West side.

Ernest Panneton and family travelled to Quebec to visit friends the week-end of Sept. 23 and 24th.

We have a new employee at the Manchester Mercury, so would like to say welcome to Edmond Hebert.

To Ray Boudreau, we recommend that he throw that bowling ball a little farther out, at least far enough so that he doesn't hit his ankle. He has discovered it can be painful if you do.

Congratulations to both Beverly and Stanley Lupa. At the N.H. State Annual Archers Club Shoot, Beverly won first prize in the Women's competition, bringing home a large trophy. Incidentally, this was her first try in competition.

Stan came in third in the Men's shooting. In the Flying Deer where a moving target is used and a chance of three tries, Stan and Bev were the only ones to hit this target. Beverly is the daughter of Mr. and Mrs. Guy Hoyt.

WATERVILLE PLANT

Salesman Russell M. Squire Jr. and family recently returned from a trip to EXPO 67, Montreal. Russell thought that the entire exposition was very interesting but was particularly impressed with the pavilion representing the country of Czechoslovakia.

Bill and Fran Fahey celebrated their 19th wedding anniversary recently. The whole family finished the day by enjoying a quiet dinner at a nearby quaint restaurant.

PHILLIPSDALE

The Review has received an interesting letter from Edgar M. Talbot of New Jersey who is a friend of Elwood Drake, Phillipsdale welder. Talbot sees occasional copies of the Bird Review and this reminded him

that September 4, 1967 was the 50th anniversary of the organization of the Supply company of the 303rd Field Artillery. He was at Camp Devens at the time and remembers clearly how this company was organized by Charles Sumner Bird, Sr., now honorary chairman of the Board at Bird & Son.

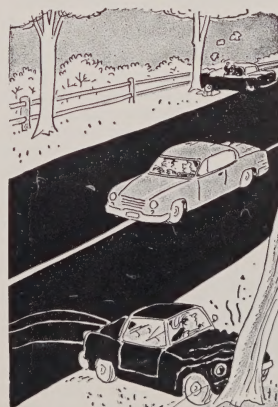
Mr. Talbot writes: "I was not in his company, but was in the next barracks. The Headquarters Co., so could see him every day. He was every inch a soldier and did a wonderful job taking care of our needs. Mr. Bird was known to us soldiers as The Skipper — but of course that nickname was unknown to him. I had a few pictures of him that I gave to one of your employees, Elwood Drake of Phillipsdale Plant."

"At this time we old soldiers are trying to get people interested in us so we can have a big celebration on November 11, 1968, the 50th anniversary of the signing of the Armistice in World War I."

The pictures were clipped from old newspapers and are not clear enough to reproduce here. Our thanks to Mr. Talbot for this interesting recollection of 50 years ago.

Phillipsdale has started another season of Bowling with eight teams: the Hawks, Owls, Sparrows, Robins, Pigeons, Wrens, Larks, and Humming Birds. You might say they are off to a flying start! Anyone wishing to join the group as a spare bowler, please contact Margaret Pierson in the office.

John Ellis, night foreman, and his wife celebrated her birthday and their 25th wedding anniversary on a recent week end. Also on the same Saturday night, September 2nd, they received word from their son that a grandson had just arrived. This makes both a grandson and a granddaughter for the Ellises. Congratulations on the anniversaries and on becoming grandparents again!



"I always straddle the white line, just to be safe."



LARGEST AWARD for some time at Shreveport was presented to Sam H. Hicks by General Manager F. H. May. The Special Suggestion check was for \$250. For his suggestion, "Shingle Slitter." Mr. May is at the left in the picture, Sam Hicks in the center, and R. D. Adams, superintendent at the right. In back are Frank Markham, personnel manager and Earl Johnson, maintenance foreman, night shift. (See story on page 1.)

John Gets His Moose

The hunting vacation trip that John and Sophie Bandonis went on this year proved to be a very good one as John brought down a 1000 pound bull moose.

Leaving home September 6th, the couple drove to North Sydney, Nova Scotia where they boarded a ferry for the overnight trip to Port au Basque, Newfoundland. On September 8th they covered an additional 150 miles to Lakeland Lodge at Pasadena, Newfoundland. Sophie remained there while John flew 80 miles into the interior of the province to a base camp at Robinson Lake, joining a few other hunters and guides.

John spotted 53 moose and 14 caribou in three and a half days before shooting the prime moose with his 30.06 calibre rifle. The animal had a forty-eight inch spread of antlers with fourteen points.

The well-travelled couple arrived home two weeks later, well satisfied with the results of their trip. Sophie, incidentally, is a former Bird worker, and her father, the late Joseph Sienkiewicz, also worked here.

IS THIS YOURS?

A suggestion about a Vinyl product was received by the Suggestion Committee last August without being signed. Notices on all bulletin boards still have not produced the owner.

If you submitted the suggestion, please notify Suggestion Committee Secretary, E. M. Grout at Department GL.



**SHARE in
FREEDOM**
with
**SAVINGS BONDS/
FREEDOM SHARES**
SIGN UP WHERE YOU WORK OR BANK



UP SHE GOES. This nine-ton disc filter was installed at No. 3 Mill the last week in September. Through a hole cut in the roof, old machinery was removed by crane, and then this new filter lifted into place. It will be used to replace an obsolete, worn-out thickener and is part of a new stock cleaning system now being installed.

Leon Appointed Foreman At Shreveport Plant

Phil D. Leon was named foreman recently on the front end section of No. 1 Machine at Shreveport.



He has been with the company since November 16, 1948 and prior to being advanced to foreman, was a roofing machine inspector.

A native of Powhatan, Phil was reared in Shreveport and received his education at the schools in this vicinity. He was employed by several local firms before joining Bird and Son, inc.

Phil owns several coon hounds and allows that coon hunting is his favorite sport. However, he also loves to hunt ducks, squirrels and also likes to fish.

Phil and his lovely wife, Eva, reside on Nartin Street in Bossier City. He has one step-son and one step-daughter and several grandchildren he enjoys very much.

H. R. Bonnyman Re-elected Fibre Box Ass'n Director

Fibre Box Division Vice President Harold R. Bonnyman was re-elected a director of the Fibre Box Association at a recent meeting. Mr. Bonnyman will continue to represent the twenty-five member companies manufacturing corrugated and solid fibre boxes in the six-state New England area.

On a national basis the Fibre Box Association has over 900 member company plants, from Maine to California, with an annual dollar shipment volume of \$2,750,000,000, consuming approximately 12,000,000 tons of raw materials. Special efforts are made to keep members up to date on key subjects and committees operate in the fields of finance, industrial relations, marketing, packaging development, public information, statistics, technical, traffic, and solid fibre.

Mr. Bonnyman's committee assignments are Marketing and Solid Fibre. At the present time there are only twenty-five solid fibre producers in the United States and Bird & Son is one of the oldest manufacturers in the industry.

Historical Highlights Traced by T. D. Blanchard

Thursday, August 31, could have well been declared "T. D. Blanchard Day" in North Shreveport. Invited as guest speaker for the North Shreveport Lion's Club, Mr. Blanchard, sales manager of the Gulf District, chose to trace the history of Bird & Son, since he felt it was such an interesting subject. Word



SALUTE. Bird & Son District Sales Manager T. D. Blanchard was saluted at the Holiday Inn in Shreveport as he told the North Shreveport Lion's Club about Bird & Son's long history of successful operation.

reached the local newspapers who printed his picture, along with a lengthy outline of his talk, and the Holiday Inn North, at which the meeting was held, posted his name with a welcome sign on their marquee.

His narration was well received by approximately sixty members including R. D. Adams, superintendent, and retired traffic manager, A. W. Miller. Among the guests were A. G. Harper, Jr. and L. L. Williams, retired Southwestern manager, who not only enjoyed hearing the history of Bird & Son, but also spent a great many years helping make the history the interesting story it is today.

The response of those present was very gratifying; many expressed interest in the fact that Bird & Son reached so far in miles and years. Most of them had believed it was only a locally owned mill.

Mr. Blanchard stated that Bird & Son, inc. is the eighth or ninth oldest business of any kind in the United States, having been in continuous operation since 1795. There has always been a Bird and a son. Now there is Mr. Charles Sumner Bird, Sr. of the fourth generation, and sons Charles Sumner and David of the fifth generation, still connected with the business.

A Shreveport native is now president of the company. Robert F. Jenkins began with the company as a salesman in 1939 and worked his way to the presidency. Another Shreveport resident, B. P. Soward, who was plant superintendent at Shreveport for 20 years, is now executive vice president at the company's headquarters in East Walpole.

Twenty-five Employed in 1937

When the Shreveport Plant opened in 1937, it employed 25 men. We settled on Shreveport because of natural resources and raw materials, such as natural gas available in the area. Today there are 235 employees at Shreveport and 26 salesmen. The company ships to 17 states, from its various roofing plants in the eastern half of the country.

Bird Club Bowling Starts; Top Bowlers On Business League Team

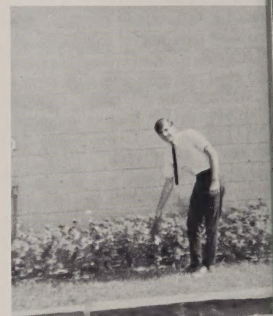
Bowling for men in the Bird Club will be in full swing by the time this column appears. Late in September President Rocco Phillips appointed Charles DeVirgilio and Ted Pierce as co-chairmen of this most popular sport of the winter season. Results of the first few weeks of bowling will be published in next month's issue.

The Norwood Businessmen's Bowling League opened on September 11th at the Norwood Sport Center. This is a 16-team league sponsored by various local business establishments.

The Bird Club team is made up of the following members: Armando Croatti, John Amber, Joseph Purpura, Ted Knaus, Arthur Chamberlain, Everett Pyne and Ted Pierce. Pierce, who serves as chairman of this Bird Club activity, says they are all looking forward to another fine year of competitive bowling.

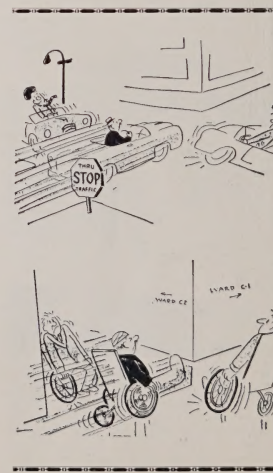


COLORFUL GARDENS at the Chicago Felt are carefully tended by Silas Hicks, right, the Will. In the picture below, Kenneth Bickler, clerk and news reporter for the Review, peeks before another section of the garden.



The first shipment out of Shreveport was to Central Wholesale Co., to whom the company still sells. H. B. Beauchamp, salesman for that first shipment, is still a salesman in the Shreveport district.

"The initial cost of the Shreveport Plant was \$700,000. Today it would take \$12 million to replace it," Mr. Blanchard said. "The plant now ships in an average month more tonnage than was shipped in the entire first year of its operation. As Mr. Bird says, 'We're no good because we're old, we're old because we're good.'"



The BIRD REVIEW

ume 55 No. 11

Published for Bird & Son, inc. employees and their families

November 1967



0 IN SPECIAL AWARDS presented to two Charleston employees: General Manager A. K. vers hands out checks left and right to deserving Charleston employees for money-saving as. Left to right: Ernest Zinkowski, superintendent; Ernest LeMay, electrician and a winner; K. Powers, general manager; James Huckabee, Granule Plant and the other winner; Maln MacDonald, Maintenance foreman; Richard Ustry, Granule Plant foreman.

Who at Charleston Win Special Awards

For the third consecutive month we report the presentation of special suggestion awards. This month it was a special presentation at the Charleston plant. James Huckabee of the Granule plant received \$180 for his suggestion, "Law Stock Unloader" and Ernest LeMay, electrician, \$90 for his suggestion, "Reversing Motor Palletizer."

Huckabee's suggestion substitutes a gravity type gate feeder for a mechanical feeder which often required extensive repairs. LeMay's suggestion provides for two motors to drive the reversing belt on the palletizer and eliminates a bottleneck in production, as well as saving on repairs.

In the regular awards category, five men received \$25 awards for money-saving ideas and one man, George Moss of Chicago, had a suggestion reclassified as a money-saver and received \$20, which added to his original \$5 award, brought him to the full amount.

Regular awards:

Woodrow Barnhill, FK	\$25
Antonio Berghelli, FBPM1	25
Robert Heard, FCPM6	25
Charles Solbo, FBPM1	25
Samuel Thompson, FXR	25
George Moss, FCPM6	20

A SCHOLARSHIP FOR YOUR SON, DAUGHTER?

If you have been employed in the pulp and paper industry for at least five years, your son or daughter may be eligible for a \$2,000 college scholarship offered each year by The Black Clawson Company, manufacturers of pulp and papermaking machinery.

The scholarship can be used to study Pulp and Paper Technology at any university in the United States or Canada which offers the course. It is payable at the rate of \$500 per year for each of four years.

To be eligible for the award, the applicant must be:

1. Under 25 years of age
2. A High School graduate, or graduating from High School in the year application is made
3. The son or daughter of a person currently employed by a company or division of a company actively engaged in the production of pulp, paper or paperboard or the converting of these products.

Black Clawson established the scholarship last year as a means of calling the attention of young people to the many career opportunities in the pulp and paper industry. The initial scholarship was awarded to David L. Ber-

(continued on page 2)



OSCAR OF INDUSTRY TROPHY presented to President Robert Jenkins, left, by Financial World for the distinctive content and design of the 1966 Bird & Son stockholders' report. Dr. Joseph Taggart, dean of the Graduate School of Business, New York University made the presentation in his capacity of chairman of the Independent Board of Judges.

Bird Annual Report Wins Top Award

On October 25, at a banquet in the New York Hilton Hotel, the Bird & Son annual stockholder's report was announced the first-place award winner in the 27th Annual Report survey sponsored by *Financial World*. The bronze Oscar-of-Industry trophy, signifying excellence of design and content, was presented to President Robert F. Jenkins, and Leonard C. Niese, director of advertising. Richard J. Anderson, editor and publisher of the 65-year-old *Financial World* made the presentation before an audience of more than 1,200 business, industrial and financial leaders from United States and Canada. The Bird & Son award-winning report competed with approximately 5,000 annual reports reviewed by a five-man award jury.

Chairman of the award committee was Dr. Joseph H. Taggart, executive dean of the Schools of Business, New York University. Other members included J. Carroll Bateman, president of the Public Relations Society of America; George Tscherny, president of the American Institute of Graphic Arts; Robert E. Sheridan, president of the New York Financial Writers Association; and David Zack, past president of the New York State Society of Certified Public Accountants.

Content and Design

The 1966 Bird & Son report, in two colors on white paper stock, presented highlights, a concise statement by President Jenkins, descriptions and pictures of new products, and a five-year comparative record, in addition to the usual statement of earnings and the consolidated balance sheet. The back cover listed the more than seventy-five products manufactured by Bird & Son and Bird Machine Company; this page also contained a map showing the plant and sales locations throughout the United States.

The report was prepared, under the direction of President Jenkins, by Secretary and Treasurer John C. Rambeau and his financial staff. Layout, art work and the pictorial presentation was created by Director of Advertising Leonard C. Niese and his staff.

Present at the banquet in New York were: President R. F. Jenkins, Executive Vice President B. P. Soward, Secretary and Treasurer John C. Rambeau, and Director of Advertising Leonard C. Niese.

Walpole C. of C. Tours General Office and Plants

Forty members of the Walpole Chamber of Commerce toured the general offices and a section of the East Walpole Plants on the evening of October 24 as the Chamber saluted Bird & Son, inc.

The visitors saw all Bird products on display at the Main Office and were greeted there by President Jenkins and other top officials. No. 5 Paper Machine, the Power Plant and Boiler Room, and a section of the Fibre Box Plant were included on the plant tour.

Guides for the plant tour were Alan Titcomb, Cedric Johnson, Mason Johnson and Eugene Antinori. Vice President Harold Bonnyman and Superintendent Chester Porter greeted the visitors as the tour started.

At the general offices the guides were George Johnson, Page Bunker, Gustave Sacre, Normand MacDonald and Frank Molinari. In addition to President Jenkins, Executive Vice President Bernard Soward, Treasurer John Rambeau, and Director of Personnel John Murphy were at the main lobby to greet visitors to the office.

At 7:30 the Chamber held its dinner meeting at Twin Lanterns Restaurant on Route 1, followed by a most interesting talk on Bird & Son by President Jenkins. He spoke of the products manufactured in the East Walpole plants, describing in detail the V2 weatherproof boxes for overseas shipments, the Bar-Mor box, and several

(continued on page 2)



Published for the employees of Bird & Son, inc., and their families.

Editorial Office at East Walpole, Mass.

Member of Mass. Industrial Editors' Association and International Council of Industrial Editors, Inc.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

THE CHRISTMAS LIST

Remember in your childhood when the words, "Christmas List" made your heart shift into higher gear as you visualized everything from a new knife to a shiny bicycle?

There is another Christmas List we'll be hearing about next month — a black-bordered list of traffic fatalities. Of all our major holidays, Christmas ironically records the largest number of violent deaths. The grim, black-robed man with the scythe is becoming a strong competitor for the smiling red-suited reindeer driver.

There are a number of reasons for this. Added to all the normal hazards of winter driving, with its slippery roads and darkness, are the rush, the excitement, and the heavy traffic of the season.

But the most serious factor of all is liquid Holiday Cheer. More than half the holiday fatalities on streets and highways involve drinking drivers or pedestrians. Special studies in some areas have revealed that the great majority of traffic deaths were preceded by a round of Holiday Cheer.

Drive and walk through this Holiday season with all your senses and reactions at their best. Keep good will in your heart, and in your behavior. This will keep the man with the red suit in your Christmas and the man with the black robe out. When you are driving there's only one proper toast — None for the road!

Safety Manager ROBERT C. ROBY

Chamber of Commerce Visit

(Continued from page 1)

others. He also described the manufacture of shoe cartons and the more than 15 kinds of special papers produced here.

In his discussion of the products of the Building Materials Division, he emphasized the importance of the Wind Seal Shingles and the recent expansion of Vinyl Products sales made possible by the construction of the new Bardstown Plant.

"What started 172 years ago as a small paper mill right here in Massachusetts," Mr. Jenkins said, "now is a company consisting of 22 plants and offices throughout the United States. Manning these facilities are some 2,434 men and women, many of whom have spent most of their working lives with the company. Although we are spread fairly well over the length and breadth of the land, Massachusetts is our home and East Walpole has been and will continue to be the nerve center of our operations. We are proud to be citizens of a community like Walpole and a part of the great State of Massachusetts."

Overheard at the checkout counter of a supermarket, one newlywed to another: "Marriage is really a grind. You wash dishes, make beds — then two weeks later you have to do it all over again."

— Wall St. Journal

Men in Several Plants Look Back Quarter Century



Vincent D'Espinoza

Milton Gardner

October 2, 1967 was the 25th anniversary date for VINCENT D'ESPINOZA of the Fibre Box Plant. This plant has been his home base for the whole time. He started as a service man on the Nailing Machines in the Wood Frame Box Department, transferring in about three months to his present department, Solid Fibre Cases.

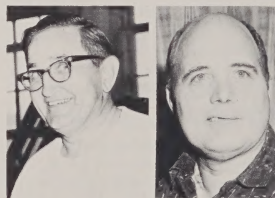
He worked on the Swift Machine (No. 11) for many years. His present job is Waxing Machine operator.

Vincent lives at 1 Dudley Street, Walpole, with his wife, Louise, and daughter, Patrice. For recreation he enjoys taking in as many hockey games as possible. He's a strong roofer for Walpole High. His wife, Louise, raises and breeds miniature silver poodles.

Not everyone can celebrate a 25th service anniversary by going to the hospital for an operation, and MILTON GARDNER didn't exactly plan things this way, but that's the way it came out. Later in October, when he was well again, he and his wife made a trip to Minneapolis, Yellowstone Park and Idaho, visiting relatives. As Milt puts it, he was in "enemy territory" (Minneapolis) when the Red Sox won the American League pennant — but he survived, enjoyed his trip, and returned to his water tender's job at the new Boiler Room early in November.

Except for his first seven months of employment, he has been a Boiler Room employee. Starting on No. 2 Paper Machine on October 2, 1942, he transferred to a helper's job in the Boiler Room the next May. A year later he had obtained his second class fireman's license and was working as a fireman in the old Boiler Room. He was on hand to see the new plant constructed and go into operation in 1950. Obtaining his first class fireman's license, and then his third engineer's, he soon transferred to the new Boiler Room where he has since worked.

Milt has served for many years as a reporter for the *Bird Review*. He and his wife, Margaret, live in Wrentham at 294 Thurston Street. Working around his home and watching baseball keep him occupied when he is not at work. A married daughter, Mrs. Karen Hewes, lives in North Attleboro and has a two year old son. The other daughter, Gail, is in her last year of nurse's training at New England Baptist Hospital.



William P. Conant

Charles E. Demery

When WILLIAM P. CONANT joined Bird & Son on October 5, 1942, he was living in Brookline, Mass. where he had worked for a number of years in the Park Department. For about a year, he recalls, he lived in a rooming house on Hartshorn Road, Walpole. However, he found it was easier to communicate with his Brookline friends from Norwood so moved there in 1943, and still lives there at 126 Day Street. He attends church in Brookline and has many friends there.

Through the years Bill Conant has worked on several different jobs on the several printer-slotters. He recalls the first machine was No. 3, then No. 4 for most of his quarter century, then, recently, No. 6.

"I enjoy reading and motoring around the countryside," he says. "The many changes in Norwood center have impressed him — the new churches, the many new business buildings and parking areas. He recalls when the old trolley car tracks in Norwood's main street were ripped out at the time the road was completely repaved for modern traffic.

He says he can remember some area in Norwood that were paved with cobblestones when he came there. What many people are trying to do right now, he achieved some years ago: "I quit smoking 13 years ago, and it seems like yesterday," he says.

"My Bird & Son career started at age of 18," writes CHARLES E. DEMERY of the Norwood Granule Plant. "I was hired October 20, 1942 by Houghton who was then foreman of No. 7 Siding Machine where they used to saturate the dry insul boards before starting them through the siding machine.

"I later took several other jobs on the machine, and when work slackened he I was placed at the Granule Plant. First I was a mixer man, in 1960, and then, 1966, was made a shift boss.

"Throughout the years I can not recall the different changes from the old dated battery jitneys to the new present gas fork lifts. The times change and so do we."

At home at 519 Maple Street, Franklin, is his wife, Della, and a stepsister, Allan, age 14. The other stepchildren, married and in homes of their own: Roderick Washer in Holliston, Jason Wrentham, Frederick and Francis Franklin, Mrs. Rebecca Richardson.

(continued on page 3)

William A. Doyle Heads N.E. Data Processing Group

William A. Doyle has been elected chairman of the New England Division of the Data Processing Management Association after serving as Division vice-chairman and secretary-treasurer. DPMA, the Association of Data Processing and Computer Management, includes 220 Chapters representing more than 220,000 data processing and computer management personnel throughout the United States, Canada and Japan.

Mr. Doyle is manager of System Procedures and Data Processing at Bird & Son, inc. at our East Walpole office.

An active member of the DPMA for the past 10 years, Mr. Doyle has served the Boston Chapter in a number of capacities, including president, secretary and International director. He is currently secretary and International director of the Boston Chapter.

Scholarships

(Continued from page 1)

tram, whose mother is employed at the Anderson, Indiana mill of Contain Corporation of America.

Applications for the 1968 Black Clawson scholarship will be accepted by the Scholarship Coordinator, T. Black Clawson Company, Middletown, Ohio 45042, between December 1967 and January 15, 1968. The name of the winner will be announced in February. For further details contact the Bird & Son employment office, East Walpole.

TOP OF THE NEWS

MAIN OFFICE

Dana Mayo of the Data Processing Department and Joseph Grigevich, Cost Accounting, are members of the Exhibits Committee of the Massachusetts Accounting Careers Council, which is sponsoring an exhibit at the Sheraton-Boston Hotel in the Presidential Center later this month.

The aims of the Massachusetts Accounting Careers Council are to encourage students and others to pursue studies which will prepare them for professional and business careers through accounting. The exhibit will promote business-accounting career conferences for Junior and Senior High Schools, for colleges, junior colleges, community and other secondary schools and universities as well as for industry and special groups. It will be part of the 21st annual New England Personnel and Guidance Conference to be held at the Sheraton-Boston on November 19 through 21, 1967.

Evelyn Wadleigh enjoyed a trip to Expo '67 on her early fall vacation.

We welcome Frances McDavitt who has recently come to work in the Duplicating Department. Her long term of service with the company was all spent in the Printing Department and with the closing of that department and some of the work being taken over by Stenographic and Duplicating Departments, we are very happy that Frances decided to come along and work here.

Helen Rafuse is presently recovering from her operation which she underwent on October 28 at the Norwood Hospital. We're glad to hear she is making such good progress.

Mr. and Mrs. Richard Rushton are the proud parents of a baby girl born at the Boston Lying-In Hospital. Both mother and daughter Christine are doing fine.

Ed Hobbs of the Payroll Department advises smokers to save the Phillie cigar bands for valuable records. He already has seven.

Toni Carlson has just returned from a vacation in New York.

Susan M. Anderson, daughter of Bob Anderson, assistant treasurer, was one of our students at Oliver Ames High School in Easton commended for high performance in the National Merit Scholarship Qualifying Test.

Susan received a Letter of Commendation signifying that she is one of 40,000 students in the United States who scored in the upper two per cent of those who will graduate from high school in 1968. The commended students rank just below the 14,000 finalists in the National Merit Scholarship contest.

According to the announcement from NMSC, these students have made an outstanding record which gives promise of continued success in college. Their intellectual talent represents an important and much needed national resource.

Belated Best Wishes to Wanda Poremski in her engagement to William Yaderisna Franklin. An April wedding is being planned.

Sophie Flynn spent a week in Holly, Pennsylvania visiting her cousin and took his occasion to make the first long trip in her new blue Chevy II.

Elaine Neressian spent her vacation in Maine this summer with her children.

Demery

(continued from page 2)

Millis and Mrs. Joyce Keefe in East-nampton. There are 12 grandchildren.

"I am working, and still have more work to do, on a new house that I have helped to build," says Charlie. "Working around the house and enjoying family life at home take up all my spare time which isn't spent on the job for Bird & Son."



ONE THOUSAND POUNDS. That's what this bull moose weighed, shot by John Bandonis, storekeeper at East Walpole, near Robinson Lake, Newfoundland. John's fabulous hunting trip was reported in last month's Review.

Lunch hour bowlers, Fred Ryan and Dick Barnard, will challenge anyone to a bowling contest, candle pins that is. Wayne Bartoni and Herb Batchelder can testify from personal experience how good Fred and Dick really are.

Good luck to Herbert Batchelder, Northeastern student on the cooperative plan, who returns to his Junior year at the University where he is majoring in Accounting. He tells us that Northeastern is the second largest private university in the United States.

Helen Makarevich spent her week's vacation taking care of her great niece at Albany, New York.

E. WALPOLE FIBRE BOX PLANT

Congratulations to Mr. and Mrs. Joseph Lydon on the birth of a baby girl who weighed in at 8 lbs. on October 4.

John Dabrowney is still out recuperating after a minor operation on his nose. We hope he will return soon.

Roger Lessard is back to work after his recent illness and we are glad to welcome him.

Joseph Duoba has just returned from Toronto where he picked up his mother and brought her back to Norwood with him. He reports a nice trip.

E. WALPOLE SHOE CARTON PLANT

It was mighty nice to see William Duquette back to work after a long period of illness.

George Chapman spent his vacation at East Sandwich on the Cape.

Carl Wenstrom took in the sights at Expo '67, then travelled through Vermont.

We extend our sincere sympathy to William Grinavic whose wife passed away suddenly in October.

NORWOOD ROOFING PLANT

Harold Fairbanks spent two weeks vacation in Canada taking in the sights at Expo '67.

Dennis Kennedy has started classes at the evening division of Chamberlayne Junior College in Boston, studying IBM Machines.

Nick and Maryanne Radzwill spent an October vacation at the Virgin Islands.

LEWISTON PLANT

This month we welcome, Roger Cote, new night driver, and Norman Vaillancourt, stock man.

We hope that Jim Wright will be over his illness and back at work, by the time this comes to print.

Norman Faucher and wife had an enjoyable week when they flew to Cape Coral Florida. They certainly have some very nice pictures of their trip.

Yvonne Fish spent a week in Calcutta, Ohio, visiting her son and family.

Lillian MacDonald spent a week in Nova Scotia, where she attended the wedding of her niece.

MANCHESTER PLANT

Mr. & Mrs. Guy Hoyt toured the Northern part of N.H. around Conway, taking in the beautiful autumn scenery, with a side trip to Portland on Guy's vacation early in October.

On vacation in October also was Hazel Rybczyk.

CHICAGO ROOFING PLANT

Mary McWade headed for Dublin, Ireland from Chicago by plane on her October vacation and after two unscheduled stops, because of engine trouble, arrived safely. She then went on a 12-day tour of Ireland by coach covering some 1373 miles and saw some beautiful country as well as the many points of interest . . . their industry, their historic spots, mountains and lakes. This included Belfast, Portrush, Sligo, Mullany, Galway, Limerick, Killarney, Wexford and other spots along the route, such as Giant's Causeway, a visit by boat to Italian Gardens, Garnish Island to mention a few; and, naturally, a tour to Blarney Castle. (Incidentally, Mary has visited Blarney Castle twice and still hasn't kissed the famous Blarney Stone.)

After this tour Mary took off for Scotland and visited Edinburgh, Glasgow and the most beautiful area of Loch Lomond. Mary says the fields of heather in bloom are a most beautiful sight. She returned to Dublin for the flight back to Chicago. The return trip was straight through — no trouble at all.

Christina Brazdziunas arrived October 14th, 1967. Congratulations to Mr. and Mrs. Antonio Brazdziunas. Tony is Plant Engineer.

Mr. and Mrs. B. G. MacFarlane headed for and toured Florida early in October. They stopped at many spots and lapped up lots of sunshine. Mr. MacFarlane certainly picked up a beautiful sun tan.

We extend our sympathy to June Murphy on the loss of her brother.

Alberta Baskirk (Sales Dept.) and her husband celebrated their 25th anniversary touring the Hawaiian Islands on their vacation — one week on Oahu, mostly in the Honolulu area, and two days each on the islands of Kauai, Maui and Hawaii.

One of the trips took all afternoon and evening to the Polynesian Cultural Center and was most interesting. In the Honolulu area they also took in Sea, Life Park, Pearl Harbor, and attended a Luau, did the night spots and dined in some of the most gorgeous and unusual restaurants. And, "natch," visited the beach at Waikiki and took a dip.

On the Island of Hawaii they took a tour to the volcano area and that was quite a sight. On the Kona coast, a resort area on the other side of the island, they took a trip in a glass bottom boat and watched the divers going down for coral, getting a few samples for themselves.

They think it is a beautiful spot. Alberta said that most everywhere they went the flowers and foliage were beautiful — just so lush.

Was their vacation a pleasing thing and would they like to go back? . . . oh yes, tomorrow!

(continued on page 4)



Agolino Susi Retires From Norwood Roofing

Retirement arrived for AGOLINO SUSI of the Norwood Roofing Plant at the end of October. After working with



construction companies in this area for several years, he joined the Roofing Plant on September 4, 1956, in the Refinishing Department with Nick Radzwill as his first boss. He worked on No. 1 Machine for some years, and briefly at the Paper Mill and Floor Covering Plants during slack periods. But for the last several years he has been back in Refinishing again.

He figures to really enjoy his retirement, since he likes to watch baseball and football on television and he also likes to read good books.

He will continue to live at 214 Washington Street, Norwood with his wife, Louise, and daughter, Lena. He and Louise figure at least one long trip sometime after retirement, to visit their son, Mario, in Los Angeles, California, who is married and has two children.

Full Calendar for Bird Club in December

The second week end in December should be labelled BIRD CLUB WEEK END. Three popular programs are scheduled which will attract many members.

First, on Saturday morning is the annual Children's Party, complete with Santa and gifts. Reservations are long since closed for this affair.

On Saturday night the Club's Christmas Party and Dance will be held at Glen Ellen in Millis. On the bill of fare are a roast beef dinner and all the trimmings, gifts from Santa for each member and guest, and an evening of dancing to Chuck Dominico's Orchestra. Also, during the evening there will be a turkey drawing with ten lucky persons winning Christmas turkeys for the holiday table. Reservations for this party must be mailed in by December 1st. Members, \$2.00, guests, 5.50.

Then, on Sunday night comes "The Messiah" presented by the Bird Club-sponsored Neponset Choral Society of nearly 100 voices, plus an orchestra, and soloists. A large number of seats are already reserved for patrons, signed up for the season. But as of this date a good supply of tickets is available through the Bird Club ticket sellers. Buy promptly, though. This very popular Christmas oratorio is generally a sell out.

Four well-known Boston area artists are making their Neponset Choral Society debut as soloists: Iris Jacobs of Sharon, contralto; Norma Giusti of Jamaica Plain, soprano; Karl Dan Sorensen of Brookline, tenor; and Stephen Dimmock, Lexington, bass.

The oratorio will be sung at the Walpole High School Auditorium, December 10 at 8 P.M.

Seven Phillipsdale Workers Observe 25th Anniversary



Charles H. Waterman, Jr., left, and Manuel Pavia, right.

The Phillipsdale plant salutes seven men who have recently achieved a quarter century of work at Bird & Son. Here is their record of 175 years of service!

MANUEL PAIVA began on August 24, 1942 in the Transter Department at Phillipsdale and then transferred to the Board Mill until he was drafted in July of 1943. Upon his return, after 34 months in the Navy as a dry land sailor in Washington, he worked in Board Finishing where he eventually became a gang boss.

LONG SERVICE LIST

DECEMBER 1967

Name	Year	Dep't.	Yrs.
Anthony Montisano	12-5-27	Shoe Ctn Plant	40
Henry DeLaminio	12-3-42	Paper Mill	25
Frances M. Rubini	12-11-52	Office	15

MANCHESTER

Guy Hoyt	12-19-22	Manager	45
----------	----------	---------	----

PHILLIPSDALE

August Enos	12-14-42		25
Albert J. Kaiser	12-16-42		25
Carmino Sirignano	12-21-42		25

CHICAGO

William J. Brebach	12-4-22	Salesman	45
--------------------	---------	----------	----

CHICAGO FELT MILL

Albert W. McKay	12-4-47		20
Harry Zajackowski	12-4-47		20
John S. Estevez	12-16-47		20

SHREVEPORT

Kavat A. Loe	12-14-47	Office	20
--------------	----------	--------	----

CHARLESTON

Teddy P. Kellams	12-12-57		10
------------------	----------	--	----

PERTH AMBOY

Alexander Tasy	12-1-62		5
----------------	---------	--	---

GEORGE DINSMOOR DIVISION

Robert C. Hull	12-6-62		5
----------------	---------	--	---

JANUARY 1968

Name	Year	Dep't.	Yrs.
Oscuentor Venetosa	1-13-43	E. W. Maint.	25
Alice Hennessey	1-14-43	Office	25
Patsy Catenacci	1-19-43	Paper Mill	25
Gino Ioannilli	1-29-48	Fibre Box Plant	20
John A. Dill	1-6-58	E. W. Maint.	10
Leo A. Belair	1-7-58	E. W. Maint.	10
Francis R. Chamberlain		Roofing	
	1-1-63	Salesman	5

PHILLIPSDALE

Antonio DiFonzo	1-26-43		25
Laurence D. Hoague	1-26-53		15
John Souza	1-26-53		15

CHICAGO FELT MILL

John W. Johnson	1-29-58		10
-----------------	---------	--	----

SHREVEPORT

Lonnie G. Houston	1-16-38	Salesman	30
Frank B. Ross	1-31-38	Sales Manager	30
James O. Bareswell	1-29-53		15
Eugene Grafton	1-16-58		10
Hardy Dorson, III	1-31-58		10

GEORGE DINSMOOR DIVISION

Frederick Dawson	1-43		25
------------------	------	--	----

PERTH AMBOY

Venoy Leonard Viers	1-31-63	Office	5
---------------------	---------	--------	---

GLENWOOD

Paul J. Johnson	1-1-63		5
-----------------	--------	--	---

In 1948 he transferred to the Boiler Room as a pump man and then to his present job as boiler operator in 1952.

While in the Navy in Washington instead of taking the ferry he often went out of his way to go over the 11th Street bridge so he wouldn't break his luck as a dry land sailor!

Manny recalls that when he came to Bird & Son for a job he was only planning to stay for a couple of months, but it turned out to be 25 years, plus. It seems he had a job to go to in Utica, New York but his wife became ill. So while he was waiting for her recovery a friend told him about openings at Bird & Son. He thought instead of hanging around he would look for a job. He never made the move to Utica.

The Paivas spend the summer months at Jamestown, Rhode Island where they have a lovely summer home. In the winter they live in Providence at 92 East Manning Street. Their son Richard is married.

CHARLES H. WATERMAN, JR., engineer in the Turbine Room, completed his 25 years on September 24, 1967.

Starting in the Board Mill he worked at various jobs, most of the time as a wet saw operator before transferring to the Boiler Room as a pump man in 1957. He became a spare engineer in 1962 and then was promoted to his present job as engineer in January of 1963.

Charles and his wife live at Anawan Street in Rehoboth, Mass. They have three children. Priscilla Veilleux of Rehoboth is a school teacher in Seekonk. Another daughter, Faith Beaulieu, lives in Pawtucket, Rhode Island and a son, Charles, graduated from S.M.T.I. of New Bedford and now holds an assistant manager's job in New York.

Prior to coming to Bird & Son, Charles was a farmer. He is presently a trustee of Anawan Grange of Rehoboth. He enjoys going deep sea fishing out of Plymouth on the party boats during the summer and also spends a great deal of time with his four grandchildren.



Manuel Stanzione

Joseph Faria

MANUEL STANZIONE also started working for Bird & Son on August 24, 1942. He worked at various jobs, as many did during the war years before being drafted on September 25, 1944.

Manny was in the service for 16 months serving in the Pacific area on Guam. He was first in the Infantry and later transferred to the Air Transport Command.

On his return from the service he went back to the Board Mill for three years and then to the Wood Preparation Department where he stayed until recently transferring to the Maintenance Department as oiler.

Manny and his wife Mary live at 1472 Wampanoag Trail, East Providence. Two daughters, Priscilla and Eileen, are both married and his son Michael is attending Roger Williams College. Manny is an avid hunter of rabbits and has been very fortunate this year with his fishing, getting his share of stripers off Newport. He also raises beagles.

JOSEPH S. FARIA completed his 25 years of service with Bird & Son on the 18th of September. He started as a laborer, then moved to a feeder in the Cutter Room, then to an oiler at the Maintenance Department, and then in 1945 to his present job of mechanic's helper.

Joe and his wife Mary live in East Providence. They have two daughters, Helen and Elizabeth, both married. There are eight grandchildren. Joe is a member of St. Peter's Brotherhood and the Trinity Independent Club.

When ANGELO MEDICI completed his 25 years of service on October 20, 24½ of those years had been in the Shipping Department. It was last March that he transferred to the Cleaning Department where he now works days.

In May of 1943 he was drafted and served almost three years in the Army, spending two of those years in Europe with the 166th Combat Engineers.

Angie and his wife, Eleanor, live at 520 Middle Highway, Barrington, Rhode Island. They have a daughter, Sharon, and a son, Richard, both in school. Angie enjoys playing golf and bowling.

JOHN ARRUDA traded Bermuda for Phillipsdale when he came to work at Bird & Son's Rhode Island plant twenty-five years ago. He had been doing construction work for nine months at the Naval Base in Bermuda just before he began at Phillipsdale on October 6, 1942.

Starting as a fourth hand on the No. 1 Machine, he progressed through the years to his present job of machine tender on the machine.

TOP OF THE NEWS

(continued from page 3)

CHARLESTON PLANT

We all enjoyed meeting Mr. Howard Heileman and hope he enjoyed his first visit to Charleston. Mr. Heileman's visit also brought in our sales managers, W. N. Hackney and R. S. Whitney, whom we always look forward to seeing.

James Godwin of Godwin Builders Supply, Wilmington, N.C., was conducted on a tour of the mill by Bill Price. Mr. Godwin was visiting here with Joe Williams, our salesman in that area.

We also want to congratulate Joe Williams and his wife, Mary, a former sales correspondent, on the birth of their second son.

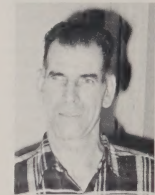
Oris Pitts, salesman in the Charlotte, N.C. area, visited us accompanied by several representatives from our dealer, Stewart & Ramsour of Charlotte. After a tour of the mill and the Humble Refinery, a deep sea fishing trip was enjoyed by all.

All of our visitors have always been very friendly until just recently when we discovered one in the office parking lot who was either too shy or unfriendly to come in. After several attempts by several of us to invite him in, we just left Mr. OPOSSUM to go his own way.

A welcome back is extended to John Nelson who transferred from Perth Amboy, to

John and his wife, Mary, and daughter, Faith Ann, live at 283 Woodward Avenue in East Providence. There are two married children, John, and Mary and five grandchildren. Their son, John, who is a back tender on No. 3 Machine has three children, and Mary has two.

Spare time is limited for John, but when he has some he likes fishing, hunting and golf — although not necessarily in that order of preference.



Anthony Rochford

Most recent quarter century man at the plant is ANTHONY ROCHFORD (known to us all as Farmer), janitor, the Phillipsdale Plant whose service started on October 24, 1942. Farmer has various jobs before transferring to the Cutter Room in June of 1947. About six months later he had a serious accident and after recovering, took over the janitor's job.

Tony and his wife, Irene, live in Pawtucket, Rhode Island and have three children, and two grandchildren. The daughter, Joan, is married and daughter Nancy, and son, Dennis, are still in school. Even though handicapped with the loss of his left hand and forearm Tony enjoys painting and wallpapering and during his spare time has redecorated quite a few homes.

service Dick Whitney's former territory John and family are now making the home in Roanoke, Va.

If anyone hears a sign of relief coming from Tom Laz we're sure it's because he has finally settled in his new home after his move to Charleston and is now looking forward to a little peace and less confusion.

Gerri Patterson's husband, Johnnie, now serving a two year period in the Navy and is presently assigned to the Naval Base here in Charleston. Johnnie is the son of Gloria Patterson, payroll clerk, and also a former employee.

Linda Beavers, billing clerk, is making plans for a trip to Alabama and possibly Shreveport during the holidays.

Congratulations to Fran Cleveland, our switchboard operator, on the recent birth of a fine son, Michael Joseph. We are looking forward to Fran's return to work on November 6th.

USE CHRISTMAS SEALS



**FIGHT TUBERCULOSIS
EMPHYSEMA
AIR POLLUTION**

Benjamin Baranowski Wins New Eng. Golf Tournament



CONVERTIBLE FOR MOTHER — convertible carriage and stroller, that is! When Merry Russell left the Phillipsdale Plant Office at the end of October to await the arrival of her baby, the foremen and office friends wished her well with this gift.



TOP OF THE NEWS

(continued from page 4)

Mary Jo Rakoske and family spent a vacation in Pennsylvania visiting friends.

Congratulations are in order for Barbara Roberts who has been promoted to sales correspondent for territories formerly handled by Betty Fussell. At the same time, we extend our welcome to Shirley Pye, order typist, and wish both girls much success in their new positions.

With the recent enlistment in the Army of her son, and her husband away attending college, Jean Damon finds, "It's a woman's world" to be a true statement.

Jeanne and Wally Brooks plan a trip to Michigan to see their son before he leaves for Korea and to greet their new grandson of whom they are very proud.

Mr. and Mrs. L. J. Lohmeyer, parents of Gloria Patterson, celebrated their Golden Wedding Anniversary recently.

A trip to New Orleans and a visit with her sister was enjoyed by Peggy Campbell.

Jean Minshew spent a while with her daughter and son-in-law in Florida recently.

Janice Ritter and husband flew to Denver for the Prudential Insurance Convention and enjoyed visiting Colorado Springs and Pikes Peak as well as other places of interest.

Charleston enjoyed Harold Bailey's and Lambert Anderson's visit and hopes they did, too.

Malcolm MacDonald and wife have just returned from visiting their son Richard, who is serving an internship at Chicago Memorial Hospital in Chicago, Ill. Mr. MacDonald and his wife stayed with friends while there.

This has been a good year for George Davis; he has had great success with his deer hunting.

Congratulations go to Dick Usry for his appointment as Secretary of the Charleston Industrial Club where he also serves on the Executive Board.

Look out Bass, Bob Zobel and his wife are planning a day surf fishing on Botany Island. Mr. Zobel says that they're really going to tear them up.

We're sorry to hear that Dick Usry's mother is sick in the hospital; we wish her a speedy recovery.

Looks as though Jo Anne Brown and her family will be spending Thanksgiving in Atlanta with her sister this year.

School days are here again! Tommie Epling is taking an advanced course in electrical engineering at TEC now.

Sparkling Show Once More Cheers Hospital Patients

The first Bird Club Hospital Show of the season will be history by the time this issue of the *Review* appears. As we went to press, it was scheduled for Tuesday, October 31, at the Foxboro State Hospital.

A large cast reported for the rehearsal on October 24, at the Elks Hall in Nor-

wood, and there was every expectation that the show was off to a fine start.

Succeeding dates during the winter months are: Medfield State Hospital, November 28; Paul A. Dever State School, Taunton, January 16; Wrentham State School, February 13; Cushing General Hospital, Framingham, March 13; Chelsea Soldiers' Home, April 23; and a tentative date on December 13 for the Canton School for Crippled Children.

As before, Julia Lewis and William Grazado are co-chairmen of this worthy activity. Ruth Phelan and Louise Conti are in charge of transportation arrangements.

Tickets at Reduced Price For Sportsmen's Show

Early in November 100 tickets for the 1968 New England Sportsmen's and Camping Show were offered at special prices by the Bird Club. They may be all taken up by this time, but if a few are still left you can make application at the Credit Union or to William Geehan, New and Special Activities chairman, at W. J. Hill.

The Show will be held at the War Memorial Auditorium in the Prudential Center, Boston, January 6, 1968 through January 14th. General admission to the public is \$2.00. The Bird Club tickets are available at \$1.00 each on a first come, first served basis.

Recent Deaths

James W. Garner

JAMES W. GARNER, 72, former foreman of the Block Cutting Room at the Norwood Floor Covering Plant, died on October 4 after a long illness.

All of his service with the company had been at the Floor Covering Plant where he began as a block cutter in October 1923. He eventually became foreman of the department, serving in that capacity from 1946 to his retirement in December 1957.

Born in Richmond, Virginia, he had lived in Norwood since he was a boy. He was a member of Orient Lodge, AF & AM, the Scottish Rite bodies, the Aleppo Temple Shrine, and the United Church of Norwood. He was a veteran of World War I, serving in the Army.

Funeral services were held at the United Church, Norwood on October 7. Surviving him are his wife, Hannah;

four sons, Edward V., James H., Jack C. and Donald C.; one daughter, Mrs. Mary Johnson; three brothers, a sister, and 14 grandchildren. One brother, Robert V., is production coordinator for Bird & Son.

James Connors

JAMES CONNORS, retired East Walpole employee, died in Norwood on October 8 at the age of 78. He had lived many years at 52 Highview Street, Norwood.

Starting in September 1919 in the East Walpole Paper Mill, he transferred to the Piping crew in 1922 and from 1934 to his retirement on December 31, 1956, he was an "A" Piper in the East Walpole Maintenance Department.

Funeral services were held October 11 with a solemn high mass of requiem at St. Mary's Church, East Walpole. Surviving him are his wife, Nora, a son, James M. of Norwood, and two daughters, Mary Ann of Seattle, and Mrs. Catherine Walsh of Foxboro.

William T. Mingels

ON October 12th, WILLIAM T. MINGELS of 485 East Street, Walpole, died at the age of 77.

A Bird & Son worker at the Norwood Floor Covering Plant since 1933, he had been a millwright in the plant's Maintenance Department from 1939 to his retirement on December 31, 1957.

He is survived by his wife, Elizabeth, a daughter, Betty, of Walpole and a son, George, of Westwood. Funeral services were private.

Chester H. Andrews

CHESTER H. ANDREWS, 83, retired sales manager of the Fibre Box Division, died in Boothbay Harbor, Maine on October 19, 1967. A resident of Walpole for many years, he had lived in Boothbay Harbor, near his son, for the last five or six years.

Starting as a salesman of tack boxes and shoe cartons in July 1907, he advanced to become sales manager of the growing Fibre Box Division and served in this post from 1923 to 1948. He then continued as a consultant for two years, retiring in June 1950.

Funeral services were held in Boothbay Harbor on October 23. Mr. Andrews is survived by a son, Dr. John Andrews of Boothbay Harbor, Maine; and a daughter, Dorothy, who lives in Greece.

Thomas P. Durkin

THOMAS P. DURKIN, retired watchman from the Floor Covering Plant, died October 31 in Norwood at the age of 75. Starting as a paint mixer in July 1925, Mr. Durkin spent most of his years at the Floor Covering Plant in the watch service until his retirement at the end of December 1960.

Funeral services were held at St. Catherine's Church, Norwood with a solemn high mass of requiem on November 3. He is survived by his wife, Margaret, two sons, and two daughters: Mrs. Margaret Gamble of Waltham; Thomas J. of Westwood, and Robert J. and Mary P. of Norwood.

Contributors

Reporters contributing to this issue include Richard Rushton, Louisa Graham, Mary Moylan, Robert Nordblom, Alfred Green, Catherine Brady, William Ford, William Grinavic, Mary Driscoll, Helen Lane, Patricia Tyrrell, Robert Pearson, Virginia Brien, Robert Zobel, Robert Roby, Ted Erce, Edward Knaus, Julia Lewis.

Doctors tell us that in prosperous times the average American gains two pounds between Thanksgiving and New Year's. We expand with the economy.

Pred Sparks

Antanavich Promoted to Project Engineer, Dinsmoor



J. P. Antanavich

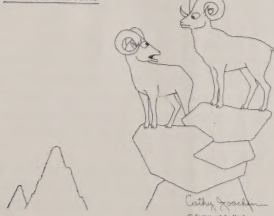
Joseph P. Antanavich was appointed project engineer for the George W. Dinsmoor Plant in Lawrence on October 1st. His general assignment is to increase the efficiency of all machinery through modifications and redesigning. He is also involved in the modernization of production methods and product flow in the plant.

Formerly a tube winding machine operator at the plant, he began his Bird & Son employment in October 1960. Prior to that he had been employed for over 30 years in the Pacific Mills, Lawrence.

Joe had front page billing in the September *Bird Review* when he received a \$1,200 award for a suggestion which greatly improved the operation of the Adhesive Coating Machine, combining its operation with an automatic saw which finish-cuts the paper cores as they come off the machine.

Joseph Antanavich and his wife, Amelia, are the parents of three boys, Joseph, Jr., Vincent, and Bernard. Each son is currently employed in industrial mechanics in the Lawrence area. Among his many accomplishments, Joe can show you five houses he has built, mostly as a giant-size hobby. He and his wife live in the latest of these at 92 Salem Street, Lawrence.

ANIMAL CRACKS



"You know what scores me? Low places!"

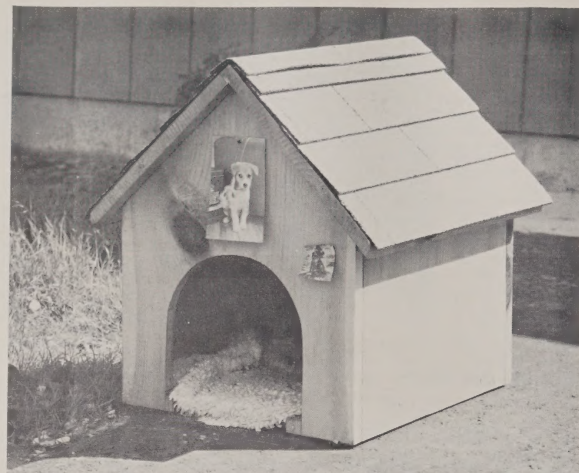
Try Again. You Might Get Better Score.

Did you flunk the 1967 National Drivers Test last May? Or not do as well as you thought you were going to?

You will have a chance to try all over again on Tuesday, December 5 when the same test will be televised just 20 days before Christmas — 10:00 P.M. Eastern and Pacific Standard Times, 9:00 P.M. Central Standard Time, 8:00 P.M. Mountain Standard Time.

The three main objectives are:

1. To persuade people to drive defensively.



ONLY THE BEST! Bird Wind Seal Jet Shingles protect this lucky dog from the elements. He has wall-to-wall carpeting, too, as you can see, but it is the roof he's proudest of! The tenant was absent the day the photographer called, but we suspect his name might be Snoopy. Nearby, his master's house is protected and beautified with a Bird Roof and Bird Vinyl Siding.

Bowling is Rolling In Both Men's Leagues

At the end of the third week in the Men's League, two teams were tied for top bowling honors with 12 wins and 6 losses; and two others were tied in second place, 10 won, 8 lost. At the top were FBW and EMW; FBM and A were in the second slot.

Armando Croatti holds the high single record of 138, Arthur Chamberlain is not far behind with 131. John Amber's high three record is 356, with Armando Croatti 12 points behind at 344. Team FBM holds both the high single record of 566 and high three string of 1604.

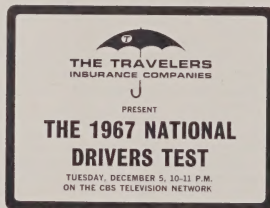
Paul Johnson of FX2 and Tom Gugliotta of W. J. Hill are tied for top average of 111; John Amber trails with 110.5.

In the Norwood Businessmen's League the Bird Club team took six points on October 23 from the strong Ambrose Press team, Capt. Ted Pierce rolling a high string of 144 to clinch the victory. Still in the lower half of this very competitive League, the Club team now is beginning to roll and hopes for big things during the winter season. The

three highest averages of the Bird bowlers on this team are: Armando Croatti, 107, Ted Pierce, 105, and John Amber, 104.

This year let's give each other sensible gifts like neckties and fur coats.

Wife reported in Indianapolis STAR



Nearly 100 million viewers have watched the National Drivers Test the past three years—making it the most popular public service program ever carried on a single TV network.

It won the Peabody Award; the Alfred P. Sloan Radio & TV Award; and the National Safety Council Public Service Award.

In this repeat performance of one of the most popular shows, timed for the critical winter driving period, you have the opportunity to retest yourself on the many hazards of the highway, with special emphasis on the problems of driving on snow and ice.

Compare your answers with those of a studio audience of motorists, with friends' and family scores, and with correct answers provided by expert drivers.

Note the date on your calendar now; check the local time and channel number in your newspaper or weekly TV guide.

Fill in blanks with T or F (True or False), Y or N (Yes or No), A, B, C or D (multiple choice), or appropriate word. Opinion questions are not scored.

This Official Test Form is printed for your convenience in marking down your answers, totaling your score and comparing it with that of your family and friends.

Be sure to save it for The 1967 National Drivers Test on Tuesday, December 5th, on the CBS Television Network. Check your local newspaper for exact time and station.

Gilbert Johnson First Prize Winner at Cribbage Open

At the opening Cribbage party on October 3, 24 players enjoyed the evening of play at the East Walpole Brigade Room. First prize for the winning player went to Gilbert Johnson of East Walpole Maintenance; tying for second place were Adolph Krusas, of No. 1 Box Shop, James DeLutis and Alan Servino. Krusas won the draw, DeLutis and Servino were awarded free tickets to the next party.

The baskets of fruit as door prize went to Rocco Phillips of Norwood Roofing and Edward Fitzpatrick of the Fibre Box Plant. Free tickets were given to Rocco Phillips and William Allen for low score.

Next party: November 7.

Turkey Shoot November 1 For Tri-Mill Sports Club

On Sunday November 19th many Tri-Mill Sports Club members and Bird Club members will be shooting for the Thanksgiving turkey. That's the day of the annual Tri-Mill Sports Turkey Shoot held this year from 1 to 5 P.M. at the Norwood Sportsmen's Club on Nicholson Street. The charge is only 25¢ for three targets, and in addition, members get free hot dogs and tonic.

It's not too late to join the crowd. Just show up at the appointed time and place and maybe YOU'LL win your holiday turkey. Six prizes are offered.

1.	☐	14.	☐
2.	☐	15.	☐
3.	☐	16.	☐
4.	☐	17.	☐
5.	☐	18.	☐
6.	☐	19.	☐
7.	☐	20.	☐
8.	☐	21.	☐
9.	☐	22.	☐
10.	☐	23.	☐
11.	☐	24.	☐
12.	☐	25.	☐
13.	☐	26.	☐

OPINION (NO SCORE)

1.	_____
2.	_____
3.	_____

TOTAL SCORE ☐

The 1967 National Drivers Test is produced by CBS News, with the cooperation of the National Safety Council, under sponsorship of The Travelers Insurance Companies.

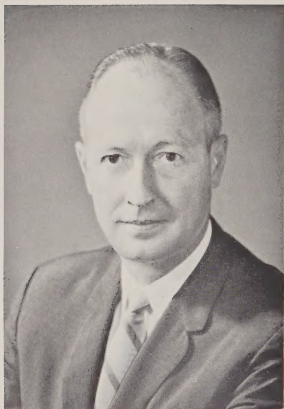


If you're interested in taking an 8-hour course in better driving, mail this coupon to your local Safety Council or to—

Mr. Chris Imhoff
The National Safety Council
425 North Michigan Ave.,
Chicago, Illinois 60611

Name _____
Street _____
City _____
State _____ Zip _____





As Christmas approaches, I should like to take this opportunity to thank all employees for the efforts put forth during the year to make the accomplishments of 1967 possible.

As in all years, we faced problems, some of which were solved satisfactorily, while others remain to be solved in the coming year. By continuing to work together I am certain that we shall find ways to continue the growth of our company for the benefit of all.

To each of you and your families, employees, stockholders and business friends, a very Merry Christmas, and a Happy New Year.

Robert F. Jenkins

President

Reorganization, New Planning Strengthen Bird Operations

Early in the month of January, 1967, President Robert F. Jenkins announced a significant change in management responsibilities which set a firm direction for Bird & Son operations.

To chart a course that would lead to better profits and a more effective organization, President Jenkins established a vice-president in charge of each major division, with responsibility for both manufacturing and sales. Philip C. Johnson heads the Building Materials Group, Harold R. Bonnyman the Fibre Box Division, Ralph H. Hall the Shoe Carton Division and George J. Tooker the Paper Mill Operations.

"In making these changes," stated President Jenkins, "we hope to achieve a stronger organization. One individual is now in charge of both sales and production in each division and can quickly make top level decisions necessary for the effective and profitable operation of his division.

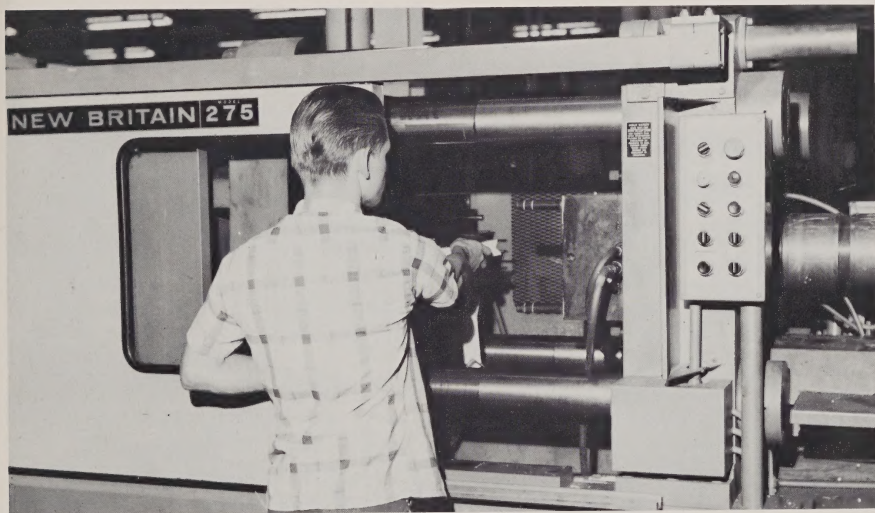
"The vice-presidents will be working for improvement in such areas as: better service to customers,

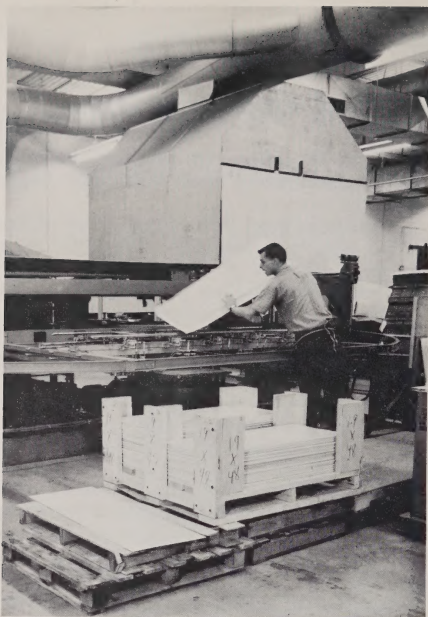
high quality of products, elimination of wasteful operations, elimination of errors which affect quality or service."

On the pages which follow you will read of Bird & Son's progress in these areas during 1967. Many changes in operations, methods, and responsibilities have been made and much has been accomplished already. But the task is far from complete. In fact, achieving goals and then setting new goals for the next year, and the next, is essential for every healthy business organization. While taking pride in certain accomplishments for the year, the company still sets goals for better performance in 1968.

Profit Planning, which was instituted on a test basis in 1965 and followed with the first complete installation in 1966, is now in full operation in most divisions of the company. It was designed to help the operating management of the company set short term (one year) goals as to sales, operating costs, and profit. This new function is proving to be extremely helpful in the operation of the company.

AT THE INJECTION MOLD MACHINE, Bardstown Plant, Operator Robert Walls removes a gutter corner part from the die.





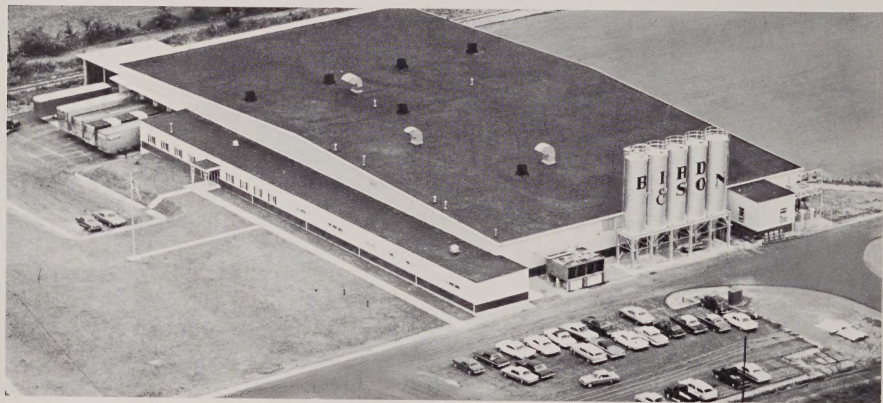
BIRD VINYL SHUTTER being removed from the vacuum former by Edwin Cecil, operator at the Bardstown Plant. Shutters are trimmed and packaged after this operation.

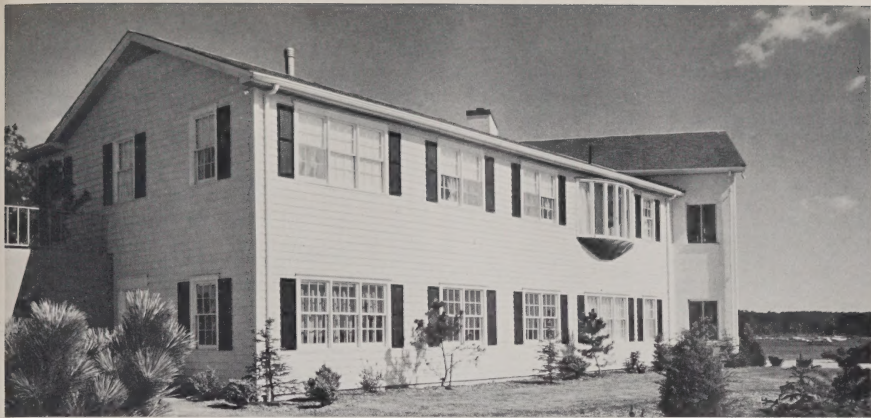
THIS NEW PLANT at Bardstown, Kentucky, was dedicated in January and now produces Bird Solid Vinyl Products including Sidings, Shutters, and the complete Rain Carrying System. The office wing is in the foreground.

Full profit plans have been prepared for the year 1968 for all Building Materials Divisions, the Paper Mill Division and all Building Materials Group and Corporate Administrative costs. Additional profit plans will be developed early in 1968 to cover the four remaining divisions of the company.

The new plant at Bardstown, Kentucky for the manufacture of all Vinyl Building Materials Products was dedicated on January 24 of this year, and has now been producing for many months. The Vinyl production at the Norwood and Chicago Roofing Plants was transferred to the new location and Donald E. Frazier was named general manager of the Vinyl Products Division in charge of all operations except sales. Howard H. Heideman was appointed general sales manager of all Building Materials during the year, and also Vinyl Products sales managers were appointed for each of the Building Materials sales divisions to give full time direction to the promotion and sale of this newest line of Building Materials. These several sales managers are: Donald R. Clay in the Northeastern Division; Thomas E. Laz, Southeastern Division; Edward A. Madden, Eastern Division; John V. Fentz, Western Division; and J. Kent Colvin, Southwestern Division.

In October the Bird & Son annual report for 1966 received the first-place award in the 27th Annual Report Survey sponsored by *Financial World*. In competition with 5,000 stockholders' reports, the Bird & Son report was judged best in design and content.





THIS BEAUTIFUL HOME on a Cape Cod bay will always keep its beauty, protected with Bird Solid Vinyl Siding.

Wind Seal Jet Shingles Head Impressive List of New Products

No business can prosper without continual improvement in its product line. Sometimes the improvement is in the quality or appearance or serviceability of products already in the line. Sometimes the improvement is represented by an entirely new product. Bird & Son has developed both kinds of improvements in 1967.

New products in the Building Materials Division this year include the Bird Wind Seal® Jet and Bird Solid Vinyl Vertical Siding.

Self sealing shingles, such as the Jet and the standard Wind Seal, now account for the major portion of the Bird asphalt shingle business. This company is one of the top producers of seal-down shingles — quite possibly THE leading company in the industry.

Bird Wind Seal Jet Shingles, introduced in April, combine the outstanding features of two other leading shingles, the Architect® Mark 25, and the regu-

lar Bird Wind Seal Shingle. Like the Architect Mark 25, the new shingle has random embossing with no cut outs. Like the Wind Seal, it has the self-sealing thermo plastic dots which seal the individual shingles effectively together under the rays of the sun. Of thick butt construction, Jet Shingles are manufactured with regular size granules in the popular 235 lb. per square weight. A Bird Wind Seal Jet roof is rugged enough to withstand winds of hurricane force and has built-in beauty which enhances any home. Its popularity is apparent, with sales increasing each month.

Vertical Siding Added

Vertical Solid Vinyl Siding, introduced during the year, makes a pleasing addition to the line, complementing the Double 4 and Double 6 inch horizontal siding. Vertical Vinyl Siding is available in several colors in a Double 5 inch width. It can be used with



BIRD SOLID VINYL SHUTTERS are effectively used here on a brick nursing home. They'll never need painting. The vinyl is solid white.

dramatic effect on side walls, such as on garages and wings of existing buildings. Or it is equally effective when used alone on modern style buildings. Visitors to the Bardstown Vinyl Plant see an effective use of it on the office section of the building.

Vertical Siding has all the famous qualities of horizontal Bird Solid Vinyl Siding. It never needs painting, can't peel, blister, rot, rust, dent or warp. Through its addition, the line of Bird Vinyl Sidings now has a greater variety of choices in style as well as color.

Additional sizes of shutters have also been added in 1967. There are now 14 shutter sizes available in white, black, or green — a considerable increase over the sizes previously offered.

Because of the increase in popularity of the seal-down type of shingles, another famous quality Bird Shingle, the Bird Masterbilt Shingle has lost its position as the leading shingle in the Bird line. Now in second place, it is still in demand, nevertheless. The number of colors in Masterbilts has been reduced and the line simplified to make the product attractive and competitive in today's market.

Within the past few years, coated felts have been introduced for Built Up Roofs. And during 1967 their use has greatly increased. Bird & Son manufactures such coated felts in two grades. In addition to being saturated with asphalt, these products are coated as well with asphalt and talc. They provide a strong, virtually-waterproof sheet which many roof-

ers now prefer. When applied according to directions, they make a water-tight, flat-surfaced roof of superior quality.

Larger diameter rolls

Shoe carton paper and tube chipboard lead the products promoted by the Special Paper Products Division this year, as well as general boxboard grades for set up and folding cartons. By rebuilding the rewinder at No. 5 Paper Machine we will soon be able to offer customers — and our own shoe carton operations — rolls of a larger diameter, up to 72", some 8" larger than before.

The Product Development program continues as in the past, working especially to bring to the market special grades such as laminated board.

Special Service to Customers

In the Fibre Box and Shoe Carton Divisions, sample departments are maintained to assist customers in redesigning present boxes or designing new boxes for special purposes. Our customers are other manufacturers who buy boxes from us to package their goods. As far as possible, we make to order the boxes they specify; but often our box designers suggest changes to improve quality or serviceability. During 1967, in both the Fibre Box and the Shoe Carton divisions, customer service was one of the chief goals.

In the Shoe Carton Division there has been a reorganization of supervisory responsibilities and a renewed effort to improve the efficiency of processing orders through sales, production and shipping departments.

New Order Processing System

At the Fibre Box Division an entirely new order system has been established. Like a tailor shop, every order must be given individual attention, and yet, over all there must be a plan which permits processing all orders economically and on time. The new system is designed to improve our planning, and thus improve delivery service to customers and afford efficient, economical operations at the same time. A new Dennison copying machine speeds the processing of the paper work. New forms and new office routines have been set up to achieve these ends. Major changes in plant layout are described on a later page.

Bird Fibre-Pals have been vigorously promoted in recent months and are now being used in increasing volume for shipping units of material. The Fibre Pal is a tough sheet of solid fibre manufactured in conventional pallet sizes. One edge has a lip which serves as a guide for the fork lift trucks to pick up the load. Fibre-Pals are used for unit loads of both boxes and bags, but have been particularly in demand for shipments of materials packaged in multi-wall bags.

As the need for supplies increases in war-torn Vietnam, the need for rugged V2 Solid Fibre cases to carry those supplies has risen, too. Today we are furnishing considerable quantities of this special weatherproof box for shipments of such varied items as electronic components, food and shoes.

Did Bird Fibre Beverage Cases help the Red Sox win the American League pennant? Probably not, but we are pleased to have a connection, however slight, with this famous ball club. We manufacture Narragansett Beer Cases, and Narragansett, as every baseball fan knows, has for years sponsored radio and television broadcasts of Red Sox games.

Sales Conference — Dedication

"Roll Together in 1967" was the theme of the most successful Sales Conference in many years held January 23-25 at Louisville, Kentucky. Over 100 Building Materials salesmen gathered from all corners of the Bird territories. Highlight of the 3-day conference was the dedication of the new Vinyl Plant at nearby Bardstown, Kentucky, with President Jenkins and Superintendent Olson participating in the flag raising ceremonies. On the platform at the



BIRD SOLID VINYL VERTICAL SIDING decorates the upper portion of the office wing at the new Solid Vinyl Materials Plant in Bardstown, Ky.

ATTRACTIVE DOORWAY framed in Bird Solid Vinyl Vertical Siding. This newest Solid Vinyl product lends itself particularly well to special areas like this.



dedication were top company officials and three members of the Bird family, Charles Sumner Bird, Sr., Charles Sumner Bird, Jr., and David Bird, representing a family connection with the business which has been without interruption for five generations.

To help all salesmen "Roll Together in 1967," a most effective program of sales promotion was carried through the year. Full color national advertising of both Solid Vinyl Products and Asphalt Roofings produced a flood of inquiries and new business. More than 100,000 coupons were returned from consumer readers requesting more information about Bird Quality Products. Many of these returns resulted eventually in a new Bird roof or another installation of Bird Vinyl Siding, Shutters, or Rain Carrying System.

The Vinyl Gutter Starter Package introduced to dealers in April was a strong selling tool at the retail level. It was customer-catching wherever dealers displayed it — as hundreds of them did.

Equally effective was the retail store display of Bird Solid Vinyl Shutters. With the purchase of only 10 pairs of shutters, the dealer was in business with a free display which hangs on a wall or can be mounted on a stand on the floor.

As anticipated, when customers could actually handle and examine the shutters and gutters, retail sales were tremendously stimulated. These displays will continue to be used in 1968 and new displays of this type will be offered for additional sales support.

Full Color Sales Book

A full color, hard cover Solid Vinyl Sales Book has proven another very effective sales tool for the dealer. In its 20-odd pages, the whole Bird Vinyl story is told with great clarity and visual impact. Inside the cover is space for the dealer or applicator to affix his personal card, establishing him as the authorized dealer for Bird Vinyl Products. Hundreds of these books are in the hands of alert dealers right now, selling Bird Vinyl Products to customers who are building new homes or remodeling old ones. The booklet explains concisely what Solid Vinyl is, what its many advantages are. Color pictures show how effectively beautiful it is in actual use. And on the final page, it reads "In sum, to make your home beautiful, yet carefree-as-can-be through the years, decide on Bird Solid Vinyl Products."

Plant Improvements and New Equipment in 1967

New products and improved products call for new machinery and many machine changes. Plant improvements in 1967, exclusive of the new Bardstown facility, will cost over \$2 million.

Construction of the Bardstown Vinyl Plant was nearly complete at the end of 1966. Shortly after the January 1967 dedication ceremonies, this plant went into regular production on the entire line of sidings. Later in the year shutters and the rain carrying system went on the line. The plant is designed for expansion of the building as increased sales of vinyl products require additional production facilities.

More warehouse space, in the amount of 26,000 square feet at Charleston, and 21,500 square feet at Shreveport, was constructed during the year. At the dry felt warehouse addition in Shreveport, we now can store approximately 1000 more tons of dry felt

plus 50,000 additional rolls of roofing. At Charleston, the new warehouse provides additional space for finished products.

All this is important in keeping a smooth production operation and in providing better delivery service to customers.

Also, at Shreveport, in addition to a continuing program of improved fume control, a new palletizer went into operation early in the year; and twelve new silos were added for additional storage of roofing granules. These latter are of 48 inch pipe, and stand 64 feet high, beside the eight large silos or tanks. With this addition, the large tanks can be used to better advantage in storing fast-moving granules, while the new smaller tanks are used to store colors of granules used in small quantities.

A few miles away, at Glenwood, a 50 acre tract of land has been acquired for a new quarry site. In the spring, a section of the land was stripped and is now ready to serve the Glenwood plant with a supply of rock for many years to come. Additional areas can be stripped as needed until eventually the entire 50 acres will be used and can be mined to a depth of 200 feet, or more. A real advantage is the fact that the new quarry site is only two miles from the Glenwood Plant. Mining of the area is expected to start some time in 1968.

At the Norwood Roofing Plant a palletizer for shingle bundles was added this year. Since similar palletizers had previously been installed at the other roofing plants, all plants now operate with this modern equipment. It is used extensively wherever dealers are set up to receive palletized loads — and each year more dealers modernize their warehouses to use this easier, faster method of handling roofing materials.

A bulk storage and talc system was installed at the Perth Amboy Plant for more efficient operations there.

In the Phillipsdale Felt Mill a new 20-foot hydropulper has been added, along with a large disc save-all and a new paper cleaning system. This cleaning system includes such units as a disc thickener and a Bird Centrisorter, Bird Jonsson screens, Bird Centriflifiers, manufactured by the Bird Machine Company in South Walpole.

In Lawrence, at the Dinsmoor Tube Plant, the acceptance of a suggestion on which an award of \$1,200 was recently paid, has improved one plant operation greatly. Mr. Joseph Antanavich originated an idea for coating the tube sheet and finish-cutting the cores in a continuous operation. The operation is now more efficient and there is less down time and change over time.

In the Paper Mill a number of new installations are in progress to provide better quality and better operations.

Larger hydropulper

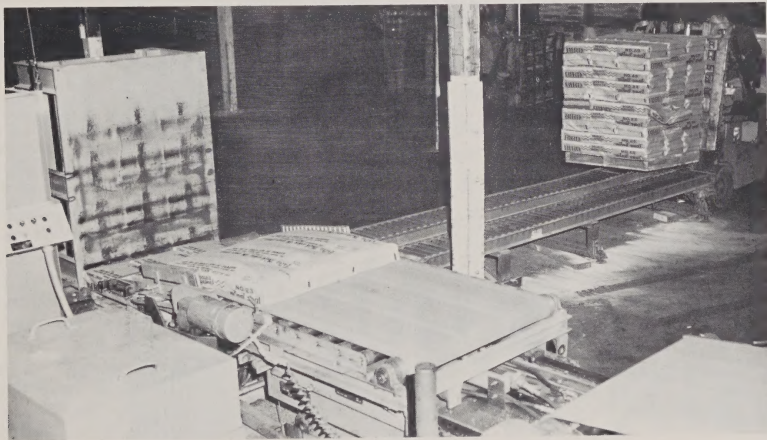
For No. 5 Paper Machine a large 20' hydropulper was delivered in October and is now being installed. Near it, the old 14' hydropulper is being replaced with one formerly used at the Phillipsdale Plant.

In a location near No. 5 Paper Machine, four thickeners and Bird Cycleans are being put in, tying together the old and the new cleaning system. The result will be less wear and tear on the machinery and a product of better quality.

During the Christmas shutdown, a long top felt is scheduled for installation at No. 5 Machine. Higher efficiency and an increase in production on this machine will be obtained by the use of vacuum reduction of water in the sheet as it is formed.

The rewinder at the end of No. 5 Machine is being rebuilt to accommodate rolls to a diameter of 72", compared with the previous 64" diameter limit.

PALLETIZERS LIKE THIS are now operating at all Bird Roofing Plants. Many dealers now prefer to receive their shipments on pallets for easy handling. This latest palletizer installation is at the Norwood Roofing Plant.



Larger rolls will help achieve longer production runs for better customer service in the shoe carton operation. And larger rolls will also please customers who buy other papers in roll form which are manufactured on this machine.

During the fall, work was started on the installation of the equipment necessary to improve the effluent (waste water) from the mill. When completed, at a cost of over \$300,000.00, the system will make it possible to eliminate discharging contaminated water into the Neponset River. This system is an addition to the present waste water treatment system, which has been operating for more than half a century, and which over many years has already had many improvements and refinements.

New Strapper and Conveyors

The new look at the East Walpole Fibre Box Plant is not limited to the freshly-painted work areas or the attractive new sign over the doorway. A whole new concept in handling materials from production to shipping is being installed and most of it will be in operation by the end of the year. "Customer Service requirements make it necessary for us to make it and move it faster than ever before," said Fibre Box Division Vice President, H. R. Bonnyman.

A two-way traffic pattern has been established on B floor which adjoins the warehouse and shipping area. And a completely new conveyor and strapping

system for unit loads is being put in operation. On the river side of the main floor the S and S folder-taper, the Bostitch stitcher and the Universal Gluer will all tie in with a conveyor system down the central aisle. A large printer slotter and a new automatic tying machine also feed in here.

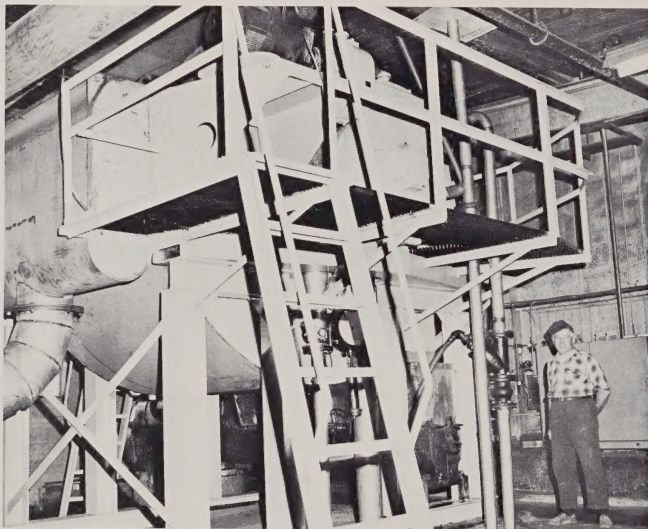
The conveyor swings left at the west end of the room and carries the bundles of stock to a large compression type steel strapping machine. One operator at the console can strap very rapidly bundles of any length and up to 77" wide. At the strapper is a turntable which can be used when needed to turn bundles at right angles to strap them lengthwise.

At this location, too, is an area where roller conveyor trucks can feed additional work to the strapper. Eight of these roller conveyor trucks are to be used to bring bundles of stock down the elevator from other floors for strapping.

The new machine will strap with or without pallets, according to the wishes of the customer.

From the strapper, two conveyor lines carry the finished loads to a receiving station, for quick transfer by fork lifts either directly to trucks at the shipping dock or to the warehouse for temporary storage and next-day truck loading.

To provide this continuous conveying of products from machines to shipping, a section of the wall between the plant and the warehouse has been broken through, and a former office area has been utilized.



NEW DISC FILTER for No. 5 Paper Machine will help provide cleaner stock. This is one unit in a new stock cleaning system presently being installed. The large size of the filter unit can be judged by comparing it with Operator John Sielka whose height is 5 feet 8 inches.



AUTOMATIC TYING MACHINE at the Fibre Box Plant in East Walpole makes neat secure bundles. Each tying operation with plastic tape takes only $2\frac{1}{2}$ seconds. Here Operator Ronald Joyce, facing the camera, is tying creased packing pieces which Roger Lesard, left, is stenciling.



HIGH QUALITY BIRD SHIPPING CASE is used to carry these delicate switchboard components safely to their factory destination.

The new tying machine, mentioned earlier, is greatly increasing the efficiency of miscellaneous tying. All stock not tied at the end of machines in a regular production line, is brought by wheeled trucks to this new machine and whisked through. Bundles are tied neatly and firmly with plastic tape, assuring that the stock will arrive at the customer's plant in good condition.

Portable ramp speeds deliveries

A new portable loading ramp is now in use at the Combiner Room for the fast loading of truck loads of sheet stock for the Waterville Plant and other locations. Fork lifts carry the bundled stock up the ramp directly into a waiting truck near the delivery end of the machine. This is much faster than sending all sheet stock to the Shipping Department for loading as was done formerly. Floor conveyors and a unit strapper are also planned for this type of shipment out of the Combiner Room.

At the Shoe Carton Plant in 1967 the emphasis has been on improving the skills for the most efficient operation of several new machines installed in the last few years — the Nilsaton and Faustel presses and the Mercury and Zerand blankers. Better customer service is the goal toward which this division continually strives.

The BIRD REVIEW

Vol. 55 No. 12

December 1967

Member of Mass. Industrial Editors Association and International Council of Industrial Editors, Inc.

Published for the employees of Bird & Son, inc.
and their families.

Editorial Office at East Walpole, Mass.

EDGAR M. GROUT, Editor

JOHN J. MURPHY, Adviser

ON THE COVER — Everything Christmasy is here in this delightful cover, created originally for the Bird Review in December 1950 by Elliott Middlebrooke, a staff artist employed at that time in the Advertising Display Department. This design is so good, so symbolic of all the joy of Christmas, that we are using it again to wish every reader a Merry Christmas in 1967!

New Products Give Bird Machine Company Extra Sales Leverage

An aggressive development program has given Bird Machine Company a number of significantly new products . . . and the competitive advantage that goes with them.

Some of the new items expand the marketing range, opening areas formerly limited or largely untapped by Bird Machine Company. Others offer advantages that make it possible to compete more effectively in established markets.

Typical of the former is the Centrisorter[®], the first fully pressurized, pump-through pulp screen. Designed to deliver superior quality and screening efficiency with high fibre content in the cleaned material, this new screen offers to pulp mills advantages similar to those long enjoyed by paper mills using the Bird Centriscreen[®]. These include high capacity in small space, simplicity and greater flexibility in installation, and reduction in filtering, piping and pump requirements.

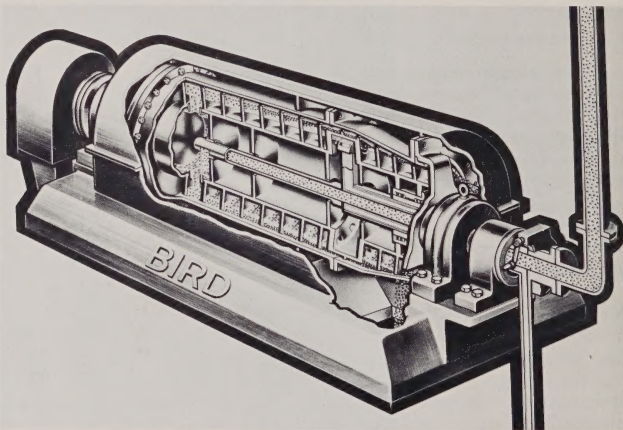
1967 saw a number of pulp mills make full commitments to pressure screening, thus establishing the

industry acceptance essential to any new product.

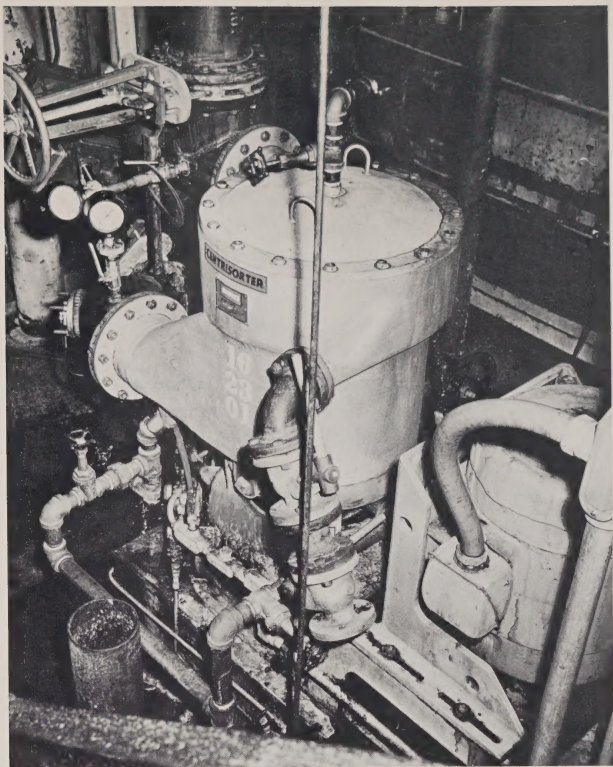
On the Centrifugal and Filtration Equipment side, Bird introduced the Concurrent Flow Centrifugal. While this new unit has potential throughout the process industries, it is particularly applicable to dewatering the type of sludges encountered in treating sanitary and industrial wastes. Solids and liquids are fed through this new centrifugal in a smooth parallel flow, avoiding the turbulence that is typical of conventional counter-current flow machines. The result is more effective settling of fine suspensions, better compaction which results in drier cakes, and higher capacities.

Earlier developments are also gathering increased momentum. The Bird Screen Bowl Centrifugal enjoyed almost immediate acceptance and is now in wide use, especially for dewatering potash for the booming fertilizer market. This machine combines the best features of conventional solid bowl and screen type centrifugals to handle thin slurries without prethickening.

CUT AWAY DIAGRAM-MATIC DRAWING shows how the Bird Concurrent Flow Centrifugal settles fine suspensions by conveying solids over the full length of the bowl.



THE BIRD CENTRISORTER introduced the concept of high consistency, pressurized screening to pulp mills.



The Bird-Escher Wyss Centrifugal, added to the line in 1965, has opened new fields of application. This patented, multi-stage pusher centrifugal has exclusive advantages where gentle action and low pushing pressures are required such as in dewatering and washing crystals, granules and fibers which tend to be fragile.

Improved products in the pulp and paper equipment field include a greatly expanded line of Aqua-Purge® showers. Keyed to the growing importance of conserving water as well as to the need for greater reliability on wider and faster-running machines, these self-purging, non-clogging showers offer opportunities to cut water use while improving shower performance.

Some of the newer Aqua-Purge showers are spe-

cifically designed for use on drum washers, in open and closed headboxes, and on grooved press rolls. These are designed to operate reliably using either fresh or clarified white water.

Another development, the InstaMatic knock-off shower, employs a photoelectric cell to detect wet end breaks. Operating only during a break to knock the sheet off the return wire, the InstaMatic shower can save over a half million gallons of water a day on a typical 220" machine.

In this day of rapid technological advancement, no company can afford to be smug about the competitive position of established product lines. Bird Machine Company is advancing its position of leadership by a carefully planned program of attack along many fronts.

BIRD & SON, inc.

Established 1795

East Walpole, Massachusetts, U.S.A.

DIRECTORS

PERKINS BASS
ROBERT P. BASS, JR.
CHARLES S. BIRD
CHARLES S. BIRD, JR.

DAVID BIRD
RICHARD P. CHAPMAN
WESTON HOWLAND
JEROME C. HUNSAKER, JR.

ROBERT F. JENKINS
CALVIN A. KING
WALTER M. PHILLIPS
JOHN C. RAMBEAU

OFFICERS

President — ROBERT F. JENKINS

Executive Vice President — BERNARD P. SOWARD

Treasurer and Secretary — JOHN C. RAMBEAU

Group Vice President Building Materials Division — PHILIP C. JOHNSON

Vice President, Fibre Box Division — HAROLD R. BONNYMAN

Vice President Shoe Carton Division — RALPH H. HALL

Vice President Paper Mill Operations — GEORGE J. TOOKER

Vice President Manufacturing, Building Materials Division — PAUL I. KNIGHT

Assistant Treasurer — J. ROBERT ANDERSON

Assistant Treasurer and Credit Manager — WYLIE G. MACIVOR

Controller — WILLIAM J. SMITH

General Managers, Building Materials Division

Northern Division, East Walpole

J. DOUGLAS JOHNSTON

Southeastern Division, Charleston

A. KINCHEN POWERS

Eastern Division, Perth Amboy

THOMAS E. DOWNEY

Western Division, Chicago

RICHARD H. EMERSON

Southwestern Division, Shreveport

FRED H. MAY

Vinyl Products Division, Bardstown

DONALD E. FRAZIER

Director of Personnel and Industrial Relations — JOHN J. MURPHY

Director of Advertising — LEONARD C. NIESE

General Purchasing Agent — JOHN T. ANDREWS

Traffic Manager — WILLIAM S. KIMBALL

Manager, George W. Dinsmoor Division — ROBERT A. WATTERS

Branch Offices: Chicago, Ill., Shreveport, La., Charleston, S. C., Perth Amboy, N. J.

PAPER MILL OPERATIONS: East Walpole, Mass.

GEORGE W. DINSMOOR DIVISION: Lawrence, Mass.

FIBRE BOX DIVISION: East Walpole, Mass.

Waterville, Maine

SHOE CARTON DIVISION: East Walpole, Mass., Lewiston,

Maine, Manchester, N.H.

BUILDING MATERIALS DIVISION: Norwood, Mass., Chicago,

Ill., Shreveport, La., Charleston, S.C., Perth Amboy,

N.J., Bardstown, Ky., Phillipsdale, R.I., Glenwood,

Arkansas

SUBSIDIARY

BIRD MACHINE COMPANY, South Walpole, Mass.



QUALITY PRODUCTS

BUILDING MATERIALS DIVISION

Bird WIND SEAL¹ Shingles
Bird WIND SEAL¹ Jet Shingles
Bird ARCHITECT¹ Mark 25 Shingles
Bird NEPOLON¹ Roof System
Bird RANCH ROOF¹
Bird FIRESCREEN Shingles
Bird Shingles and Sidings
Bird Insulating Sidings
Bird Roof Insulation
Bird Roll Roofings

Bird KING-TAB¹ ARCHITECT¹ Shingles
Bird Solid Vinyl Rain Carrying Systems
Bird Solid Vinyl Shutters
Bird Solid Vinyl Siding
Bird Vinyl Roof Edge
Bird Built-Up Roofs
Bird Building Papers
Bird Coatings and Cements
Shingle and Siding Backer

PAPERBOARD PRODUCTS DIVISIONS

Fibre Box Division

Corrugated Fibre Shipping Cases
Solid Fibre Shipping Cases
Cleated Fibre Shipping Cases
Fibre Lacquer
Reel Wraps

TOTE SHUTTLE¹ Boxes
Weatherproof Corrugated Fibre Shipping Cases
Weatherproof Solid Fibre Shipping Cases
Plastic Coated Corrugated and Solid Fibre Cases
Fibre Pals

Horticultural Division

VITA-BAND¹ Plant Bands
Bird Vacuum Plates
PERENNIAL POTS¹ — Fibre and Plastic
Peat Pots and GROTAINERS¹

Bird Film Applicators
Plastic Pots and Trays
Plastic Card Caddies
Plastic Vases and Refrigerator Containers

Carton Division

Bird Reinforced Shoe Cartons, Plain and Printed

Special Papers Division

Filter Paper for Industrial Filtration
Base Wad
Jute Liners
Chipboards
Tube Chip
Pasted Boards
Combined Board
Corrugating Medium

Dry and Saturating Papers for Special Uses
Tack Boxes
Special Boxes
Platform Board
Utility Boxes
Innersole Board
Wedgie Board

GEORGE W. DINSMOOR DIVISION

Paper Mill Cores
Pasted Chipboards

Cloth Boards
Tubes for Textile and Plastic Industries

¹ Reg. U. S. Pat. Off.



2730 14

